



**Board of Education - Regular Meeting
District Office
1936 Green Bay Rd.
Highland Park, IL 60035**

Tuesday, January 17, 2023 7:00 PM

Agenda

Mission Statement

The mission of North Shore School District 112, a community partnership committed to a world-class education, is to nurture every child to become an inspired learner, a well-rounded individual and contributing member of a global community by striving for excellence within an environment that fosters innovation, respect, engagement and intellectual inquiry

LIVE STREAMING - To watch the live stream or the recorded Board Meeting, please visit our Vimeo page at <https://vimeo.com/user133899354>

1. Call to Order/Roll Call (7:00 pm)
2. Pledge of Allegiance
3. Approval of Agenda
4. Superintendent Report
5. Information & Presentations
 - a. School Presentation - Sherwood Elementary
 - b. Recognition of National Board Certification - Sara Gillette (Ravinia Music Teacher)
 - c. Teaching & Learning Update - Fall/Winter MAP Assessments
 - d. First Reading Policy Updates: 2:100 Board Member Conflict of Interest, 2:105 Ethics and Gift Ban, 2:150 Committees, 2:210 Organizational School Board Meeting, 2:250 Access to District Public Records, 2:265 Title IX Sexual Harassment Grievance Procedure, 3:10 Goals and Objectives, 4:10 Fiscal and Business Management, 4:55 Use of Credit and Procurement Cards, 4:140 Waiver of Student Fees, 4:165 Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors, 5:20 Workplace Harassment Prohibited, 5:120 Employee Ethics; Code of Professional Conduct; and Conflict of Interest, 5:170 Copyright, 5:190 Teacher Qualifications, 5:190 Teacher Qualifications,, 5:220 Substitute Teachers, 5:250 Leaves of Absence, 5:260 Student Teachers, 5:280 Duties and Qualifications, 5:320 Evaluation, 5:330 Sick Days, Vacation, Holidays, and Leaves, 6:15 School Accountability, 6:20 School Year Calendar and Day, 6:50 School Wellness, 6:60 Curriculum Content, 6:65 Student Social and Emotional Development, 6:130

Program for the Gifted, 6:250 Community Resource Persons and Volunteers, 6:255 Assemblies and Ceremonies, 6:260 Complaints About Curriculum, Instructional Materials, and Programs, 6:270 Guidance and Counseling Program, 6:340 Student Testing and Assessment Program, 7:50 School Admissions and Student Transfers To and From Non-District Schools, 7:70 Attendance and Truancy, 7:100 Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students, 7:180, Prevention of and Response to Bullying, Intimidation, and Harassment, 7:250 Student Support Services, 7:285 Anaphylaxis Prevention, Response, and Management Program, 7:290 Suicide and Depression Awareness and Prevention, 7:340 Student Records

- e. Freedom of Information Requests (Policy 2:250)
- 6. Public Comments Related to Matters on the Agenda (Policy 2:230) *The Board welcomes comments and gives them serious consideration. The first community participation is solely for comments about matters on this agenda. Comments are limited to three minutes per speaker and will become part of the public record.*
- 7. Action Items
 - a. Consent Agenda (Policy 2:220)
 - i. Approval of Meeting Minutes (Policy 2:220)
 - 1. Regular Meeting Minutes - December 13, 2022
 - 2. Closed Session Meeting Minutes - December 13, 2022
 - ii. Personnel Recommendations: Employment, Resignation, Retirement & Leave of Absence (Policy 5:30)
 - iii. Bill List (Policy 4:50)
 - iv. Treasurer's Report - December 2022 (Policy 4:80)
 - v. Destruction of Closed Session Recordings - July 20, 2021
 - b. Approve Lease Agreement for Warehouse Space
 - c. Approve DM Group Agreement - K-2 ELA Monolingual Breakthrough Teams
- 8. Public Comments
- 9. Committee Reports (Policy 2:150)
- 10. Board/Superintendent Other
- 11. Closed Session (Policy 2:200)
 - a. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act.5 ILCS 120/2 (c)(1)
 - b. Litigation when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. 5 ILCS 120/2(c)(11).
 - c. The placement of individual students in special education programs and other

matters relating to individual students. 5 ILCS 120/2(c)(10).

- d. Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2)
- e. The purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired. 5ILCS 120/2(c)(5)

12. Adjournment



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NORTH SHORE
SCHOOL DISTRICT 112

The background of the slide is a faded, light-colored photograph of a classroom. In the foreground, a young boy with dark hair is wearing a light blue surgical mask and is focused on writing in a notebook with a white marker. He is wearing a dark t-shirt with a yellow and black graphic. In the background, other students are seated at desks, some looking at their work. The overall scene is a typical classroom environment.

Superintendent's Report

January 17, 2023

IPA LAKE REGION AWARD WINNERS

ILLINOIS PRINCIPALS ASSOCIATION

CONGRATULATIONS!

— IPA LAKE REGION ASSISTANT —

PRINCIPAL OF THE YEAR



Ms. Colleen Goodrich

Wayne Thomas Associate Principal

IPA LAKE REGION AWARD WINNERS

ILLINOIS PRINCIPALS ASSOCIATION

CONGRATULATIONS!

— IPA LAKE PRINCIPAL OF THE —
YEAR NOMINEES



Mr. Tony Candela
Edgewood Principal



Ms. Courtney Nordstrom
Ravinia Principal



Mr. Michael Rodrigo
Wayne Thomas Principal

Upcoming Events: iRead Kickoff



Saturday, January 21 from 9-2 Highland Park Public Library

- Meet local authors
- D112 teachers reading throughout the day
- Enjoy storyteller performances (10:30 and 12:45)
- Student who attend get an extra 30 minutes added to their reading log
- Register for library cards
- Check out books
- Book character scavenger hunt
- Craft kits and more!



Upcoming Events: Dual Language Information Night & Kindergarten Pre-Registration



Dual Language Information Night January 24

Join us for our annual Dual Language Information Night on January 24 at 6:30 pm at Northwood Middle School (945 North Ave.). The night will explore the program and the pre-registration process for incoming kindergarten aged students. [Link to Dual & ESL webpage.](#)

Kindergarten Pre-Registration February 1

We are excited to welcome a new class of kindergartners at all of our elementary schools for the 2023-2024 school year. Step one in this process is kindergarten pre-registration which opens on February 1, 2023. Link to [Enrollment webpage.](#)

Dual Language Applications February 1

Also on February 1, 2023 Dual Language program applications open. During pre-registration, parents/guardians must upload one residency document and complete the Dual Language program pre-registration questionnaire. [Link to Dual & ESL webpage.](#)

Edgewood set to open right after spring break



District Administration



- **District Office moving from Green Bay School to 445 Sheridan Road in Highwood, IL 60040, we'll be open for business on February 13, 2023.**
- **Board of Education meetings will remain at Green Bay School through Spring Break.**

Preparing Green Bay for Ravinia (and then Braeside) Construction



- **Green Bay School becomes a “swing site” just like Elm Place School for Phase 2 of the Long-Range Plan**
- **Administrative offices will be converted back into classroom spaces for Ravinia and Braeside**
- **Preparation work will be complete by summer 2023**

Preparing Elm Place for Indian Trail Temporary Relocation



- **Elm Place School becomes a “swing site” for Indian Trail, just like it did for Northwood and Edgewood in Phase 1 of the Long-Range Plan.**

Warehouse moving to make room for the Central Production Kitchen



- **Contents of the current District 112 Warehouse located at the parking lot at Indian Trail will be relocated offsite**
- **The Warehouse is going to be transformed into the Central Production Kitchen as part of Phase 2 of the Long-Range Facility Plan**



Early Childhood Center moving to Lincoln School in July



- The permanent home of Early Childhood Center will be determined in Phase 3.



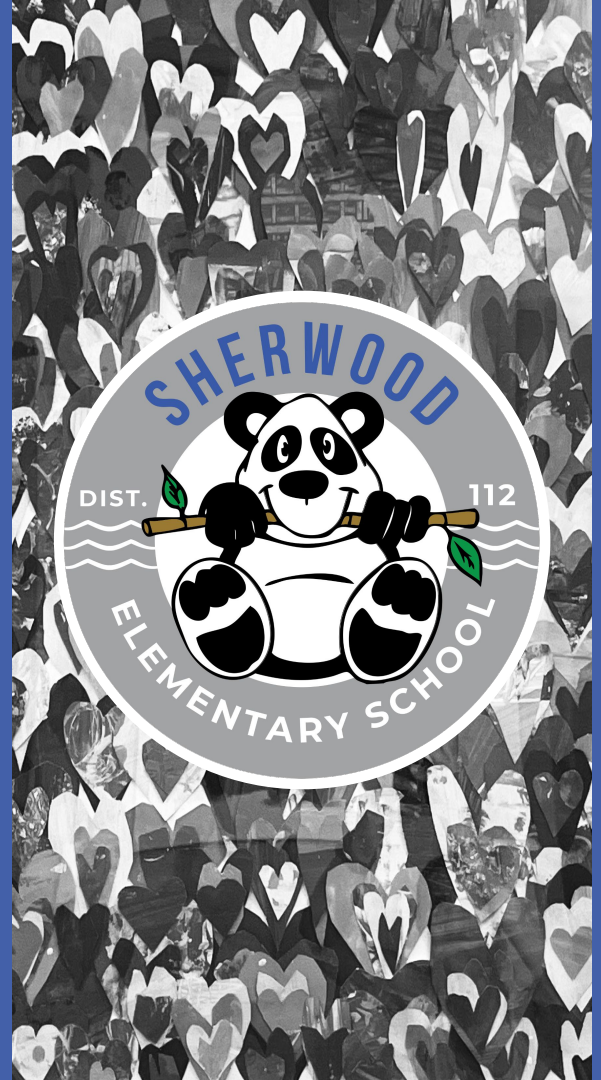
STAR Leaders

January 17, 2023

Mission Statement:

The mission of Sherwood School is to nurture children as individuals, to empower children to reach their learning potential and to inspire children to become active participants of a diverse community.

SHINE BRIGHT ★



Panda STARS

- Safety
- Teamwork
- Academic Attitude
- Respect
- SUCCESS



Sherwood's Mission Statement

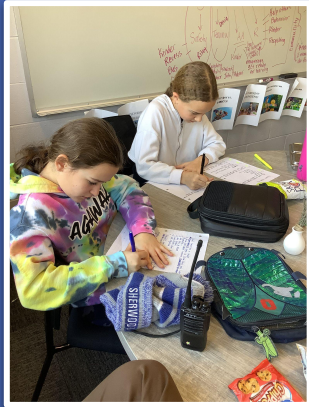
The mission of Sherwood School is to nurture children as individuals, to empower children to reach their learning potential and to inspire children to become active participants of a diverse community.



STAR Leaders



STAR Leaders



STAR Captains 2022



Riley
Langschwager



Owen
Schmittschmitt



Olivia
Rogic



Olivia
Wood



Safety



Teamwork



Academic Attitude



Respect



Sherwood Community



STAR Captains 2023



Iriaanuoluwa
Babalola



Luke
Peterson



Lucia
Rogic



Aaryan
Sayied





Thank you!



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NORTH SHORE
SCHOOL DISTRICT 112

Date: January 17, 2023
To: Members of the Board of Education
From: Dr. Michael Lubelfeld, Superintendent
Subject: Recognition of Sara Gillette for National Board ReCertification
Disposition: Information

Executive Summary:

We congratulate and recognize **Sara Gillette**, Music Teacher at Ravinia School for recently completing her recertification as a National Board Certified Teacher (NBCT) through Illinois State University. She is one of 127 teachers across the state of Illinois to certify and one of the 336 teachers to recertify as a National Board Certified Teacher (NBCT)

National Board Certification is achieved through a rigorous, performance-based assessment of a teacher's pedagogical skills and content knowledge. The certification process generally takes one to three years to complete.

While state licensing systems set the basic requirements for teaching in each state, National Board Certified Teachers have demonstrated advanced teaching knowledge, skills, and practices. NBPTS certification identifies qualified teachers as leaders in their field, much like the certifications earned by experts in law and medicine. In short, NBCTS embody the quality of education that families want for their children.

District 112 is proud to support and have teachers like Sara who strive for excellence in their field.

Recommendation:
Information



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SCHOOL DISTRICT 112

Date: January 17, 2023
To: Dr. Michael Lubelfeld, Superintendent of Schools
Members of the Board of Education
From: Dr. Kevin Ryan, Assistant Superintendent for Teaching and Learning
Subject: Student Learning Update
Disposition: Information

Executive Summary

In December 2022, all K-8 students took the NWEA Winter 2023 MAP assessment in reading and in math. MAP is an adaptive, norm-referenced growth assessment that is administered three times per year (fall, winter, and spring). All students take the MAP math and reading assessment. Students at Oak Terrace and Red Oak also take the Spanish reading assessment.

This presentation will provide an update to the Board on fall to winter student growth and achievement in math and reading, using ECRA, which is an analytical tool. Student performance is disaggregated by schools, grade levels, and student groups. The data analysis is utilized to identify priorities and evaluate programming.

The Teaching and Learning Department will be facilitating meetings with building leadership to carefully review each school's results and to partner in school-based planning that supports student growth from winter to spring. The focus of these meetings will include analysis of ECRA data, NWEA MAP data, and district common assessments. The depth of our analysis grows each year as we increase leadership capacity and assessment data fluency throughout the organization.

Recommendation: Information only



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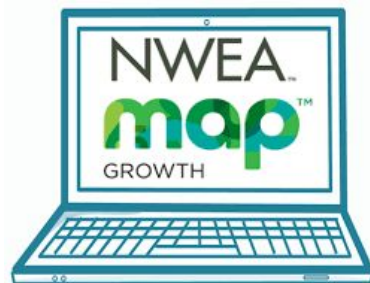
NORTH SHORE

SCHOOL DISTRICT 112

Winter 2023 MAP Growth Assessment Update

January 17, 2023

Teaching and Learning Department



NWEA MAP Growth Assessment

- Adaptive, norm-referenced assessment in Reading, Spanish Reading, and Mathematics
- Administered three times per year (fall, winter, and spring)
- Measures student growth over time
- Provides teachers with actionable evidence to target instruction for individual students or groups of students



How to Interpret ECRA Data

 Learning growth was higher than expected

 Learning growth was as expected

 Learning growth was lower than expected

 Learning growth was unsatisfactory

MAP Reading → District Overall (*Grades K-2 Post-Pandemic Norms*)

- 0.01 expected growth 

- 47% of all students met the proficiency benchmark (grade level expectation) in reading

- 85% of all students had expected or high growth


Subject: **Reading**









Growth Year: **2022-2023**

Growth Comparison Group: **Local District**

Term: **Winter**

Overall Growth

- 0.01  Expected Growth

School	Student Count^	% Met Benchmark	% High Growth	% Expected Growth	% Low Growth	Growth Effect Size
BRAESIDE ELEM SCHOOL	131	39%	10%	73%	18%	- 0.16 
INDIAN TRAIL ELEM SCHOOL	229	52%	16%	68%	16%	- 0.01 
OAK TERRACE ELEM SCHOOL	167	31%	14%	72%	14%	- 0.03 
RAVINIA ELEM SCHOOL	129	70%	15%	72%	13%	+ 0.03 
RED OAK ELEM SCHOOL	107	42%	15%	60%	25%	- 0.19 
SHERWOOD ELEM SCHOOL	176	50%	13%	75%	13%	+ 0.03 
WAYNE THOMAS ELEM SCHOOL	175	47%	19%	70%	11%	+ 0.15 
ALL	1,114	47%	15%	70%	15%	- 0.01 
EXPECTED			16%	68%	16%	0.00

MAP Reading → District Overall (Grades 3-8 Pre-Pandemic Norms)

- **-0.06 expected** growth 

- **52%** of all students met the **proficiency benchmark** (grade level expectation) in reading

- **84%** of all students had **expected** or **high growth**

Subject:

Reading

Growth Year: **2022-2023**

Growth Comparison Group: **Local District**

Term: **Winter**











Overall Growth

- 0.06



Expected Growth

Student Growth by School

School	Student Count ^A	% Met Benchmark	% High Growth	% Expected Growth	% Low Growth	Growth Effect Size
BRAESIDE ELEM SCHOOL	131	58%	11%	66%	23%	- 0.30 
EDGEWOOD MIDDLE SCHOOL	648	59%	16%	66%	18%	- 0.02 
INDIAN TRAIL ELEM SCHOOL	219	58%	13%	71%	16%	- 0.05 
NORTHWOOD MIDDLE SCHOOL	487	44%	22%	64%	14%	+ 0.16 
OAK TERRACE ELEM SCHOOL	195	37%	13%	68%	19%	- 0.16 
RAVINIA ELEM SCHOOL	112	72%	13%	64%	23%	- 0.17 
RED OAK ELEM SCHOOL	99	35%	14%	64%	22%	- 0.25 
SHERWOOD ELEM SCHOOL	167	49%	17%	56%	26%	- 0.23 
WAYNE THOMAS ELEM SCHOOL	168	54%	10%	70%	20%	- 0.22 
ALL	2,226	52%	16%	65%	19%	- 0.06 
EXPECTED			16%	68%	16%	0.00

MAP Reading → Student Groups (*Grades K-2 Pre-Pandemic Norms*)

- All student groups had **expected** growth effect sizes
- **81%** of ELL students had **expected** or **higher than expected** growth
- **79%** of students with IEPs had **expected** or **higher than expected** growth
- **84%** of low income had **expected** or **higher than expected** growth

Subject:














Reading

Growth Year: **2022-2023**

Growth Comparison Group: **Local District**

Term: **Winter**

Growth by Student Group

Group	Student Group	Student Count [^]	% Met Benchmark	% High Growth	% Expected Growth	% Low Growth	Growth Effect Size
ELL	ELL	147	12%	10%	71%	19%	- 0.20 
ELL	Not ELL	967	53%	15%	70%	15%	+ 0.02 
Ethnicity	Asian	29	65%	31%	48%	21%	+ 0.14 
Ethnicity	Black	24	33%	8%	79%	13%	- 0.07 
Ethnicity	Hispanic	224	19%	11%	70%	19%	- 0.20 
Ethnicity	Other	49	64%	18%	71%	10%	+ 0.15 
Ethnicity	White	788	54%	15%	71%	14%	+ 0.03 
Gender	Female	567	45%	15%	71%	14%	+ 0.01 
Gender	Male	547	50%	15%	69%	16%	- 0.04 
IEP	IEP	166	25%	9%	70%	20%	- 0.26 
IEP	No IEP	948	51%	16%	70%	14%	+ 0.03 
Income	Low Income	202	17%	9%	75%	16%	- 0.17 
Income	Not Low Income	912	54%	16%	69%	15%	+ 0.02 

EXPECTED

16%

68%

16%

0.00

* Dot color is green for all growth scores that are not statistically significant

[^] Student count only includes students with at least 2 predictors

**Percentages may not add to 100 due to rounding
***Results not reported for groups with fewer than 5 students

MAP Reading → Student Groups (Grades 3-8 Pre-Pandemic Norms)

- All student groups had **expected** growth effect sizes
- 83%** of ELL students had **expected** or **higher than expected** growth
- 78%** of students with IEPs had **expected** or **higher than expected** growth
- 80%** of low income students had **expected** or **higher than expected** growth

Subject:

Reading

Growth Year: **2022-2023**

Growth Comparison Group: **Local District**

Term: **Winter**

Growth by Student Group

Group	Student Group	Student Count [^]	% Met Benchmark	% High Growth	% Expected Growth	% Low Growth	Growth Effect Size
ELL	ELL	293	6%	17%	66%	18%	- 0.04
ELL	Not ELL	1,933	59%	16%	65%	19%	- 0.06
Ethnicity	Asian	81	65%	19%	65%	16%	- 0.05
Ethnicity	Black	35	40%	31%	51%	17%	+ 0.09
Ethnicity	Hispanic	539	25%	19%	63%	18%	0.00
Ethnicity	Other	103	63%	15%	67%	18%	- 0.12
Ethnicity	White	1,468	61%	14%	67%	19%	- 0.08
Gender	Female	1,098	57%	17%	68%	15%	+ 0.01
Gender	Male	1,128	48%	15%	63%	22%	- 0.13
IEP	IEP	336	24%	18%	60%	22%	- 0.07
IEP	No IEP	1,890	57%	16%	66%	18%	- 0.06
Income	Low Income	505	20%	19%	61%	20%	- 0.03
Income	Not Low Income	1,721	62%	15%	67%	18%	- 0.07

EXPECTED 16% 68% 16% 0.00

* Dot color is green for all growth scores that are not statistically significant

[^] Student count only includes students with at least 2 predictors

**Percentages may not add to 100 due to rounding

***Results not reported for groups with fewer than 5 students

MAP Reading → Student Groups (*Grades K-2 Pre-Pandemic Norms*)

- **82%** of dual language students had **expected** or **high growth**
- **89%** of monolingual students had **expected** or **high growth**
- **83%** of former Green Bay students had **expected** or **high growth**

Subject:
Reading

Growth Year: **2022-2023**

Growth Comparison Group: **Local District**

Term: **Winter**

Student Growth by Programs and Other Groups

Group	Student Group	Student Count ^A	% Met Benchmark	% High Growth	% Expected Growth	% Low Growth	Growth Effect Size
Dual Language	No - Dual Language	833	52%	15%	71%	14%	+ 0.01
Dual Language	Yes - Dual Language	281	34%	15%	67%	19%	- 0.09
ES Math Intervention	No - ES Math Intervention	700	52%	15%	70%	15%	- 0.01
ES Math Intervention	Yes - ES Math Intervention	66	0%	5%	67%	29%	- 0.57
ES Reading Intervention	No - ES Reading Intervention	613	58%	16%	71%	12%	+ 0.06
ES Reading Intervention	Yes - ES Reading Intervention	153	6%	3%	65%	31%	- 0.56
Former EL	No - Former EL	1,086	48%	15%	70%	15%	- 0.01
Former EL	Yes - Former EL	28	29%	4%	82%	14%	- 0.12
Green Bay Student	No- Green Bay Student	816	53%	16%	69%	15%	+ 0.03
Green Bay Student	Yes- Green Bay Student	298	30%	10%	73%	16%	- 0.12
Kelly Tutoring	No - Kelly Tutoring	665	53%	14%	71%	16%	- 0.02
Kelly Tutoring	Yes - Kelly Tutoring	101	10%	13%	67%	20%	- 0.32

MAP Reading → Student Groups (*Grades 3-8 Pre-Pandemic Norms*)

- **78%** of former EL students had **expected** or **high growth**
- **85%** of Reading Plus students had **expected** or **high growth**
- **Math Plus** students had a growth effect size of **+0.36** 🟡

Subject: **Reading**

Growth Year: **2022-2023**

Growth Comparison Group: **Local District**

Term: **Winter**

Student Growth by Programs and Other Groups












Group	Student Group	Student Count ^a	% Met Benchmark	% High Growth	% Expected Growth	% Low Growth	Growth Effect Size
Dual Language	No - Dual Language	1,596	58%	15%	66%	19%	- 0.08 🟢
Dual Language	Yes - Dual Language	629	38%	18%	64%	17%	- 0.02 🟢
ES Math Intervention	No - ES Math Intervention	1,023	55%	13%	66%	21%	- 0.19 🟢
ES Math Intervention	Yes - ES Math Intervention	68	1%	16%	62%	22%	- 0.10 🟢
ES Reading Intervention	No - ES Reading Intervention	1,015	56%	13%	66%	21%	- 0.18 🟢
ES Reading Intervention	Yes - ES Reading Intervention	76	1%	8%	71%	21%	- 0.21 🟢
Former EL	No - Former EL	2,053	54%	16%	66%	18%	- 0.06 🟢
Former EL	Yes - Former EL	171	36%	22%	56%	22%	- 0.02 🟢
Green Bay Student	No- Green Bay Student	1,153	57%	14%	67%	19%	- 0.12 🟢
Green Bay Student	Yes- Green Bay Student	330	32%	17%	62%	22%	- 0.11 🟢
Kelly Tutoring	No - Kelly Tutoring	941	56%	12%	66%	22%	- 0.20 🟢
Kelly Tutoring	Yes - Kelly Tutoring	150	24%	17%	67%	16%	- 0.08 🟢
Math Plus	No - Math Plus	1,039	57%	18%	66%	16%	+ 0.03 🟢
Math Plus	Yes - Math Plus	95	4%	31%	55%	15%	+ 0.36 🟡
MS ELA Pathway	0) SPED Replacement	23	0%	9%	78%	13%	- 0.05 🟢
MS ELA Pathway	1) At Level	730	35%	20%	63%	18%	+ 0.06 🟢
MS ELA Pathway	2) Accelerated	379	92%	19%	68%	13%	+ 0.08 🟢
MS Math Pathway	0) SPED Replacement	26	4%	15%	69%	15%	+ 0.06 🟢
MS Math Pathway	1) At Level	572	29%	21%	62%	16%	+ 0.11 🟢
MS Math Pathway	2) Advanced	332	71%	17%	68%	15%	+ 0.05 🟢
MS Math Pathway	3) Accelerated	219	93%	15%	68%	16%	- 0.08 🟢
Reading Plus	No - Reading Plus	1,045	57%	18%	65%	16%	+ 0.04 🟢
Reading Plus	Yes - Reading Plus	89	0%	27%	58%	15%	+ 0.23 🟢

MAP Math → District Overall (*Grades K-2 Pre-Pandemic Norms*)


- **-0.03 expected** growth 

- **59%** of all students met the **proficiency benchmark** (grade level expectation) in math

- **87%** of all students had **expected or high growth**

Subject: Mathematics		Overall Growth				
Growth Year: 2022-2023		- 0.03  Expected Growth				
Growth Comparison Group: Local District						
Term: Winter						
Student Growth by School						
School	Student Count [^]	% Met Benchmark	% High Growth	% Expected Growth	% Low Growth	Growth Effect Size 
BRAESIDE ELEM SCHOOL	131	61%	11%	69%	19%	- 0.06 
INDIAN TRAIL ELEM SCHOOL	229	63%	17%	61%	22%	- 0.09 
OAK TERRACE ELEM SCHOOL	167	48%	23%	64%	13%	+ 0.15 
RAVINIA ELEM SCHOOL	129	74%	17%	61%	22%	- 0.09 
RED OAK ELEM SCHOOL	107	48%	9%	74%	17%	- 0.18 
SHERWOOD ELEM SCHOOL	176	58%	10%	72%	18%	- 0.14 
WAYNE THOMAS ELEM SCHOOL	175	61%	24%	63%	13%	+ 0.15 
ALL EXPECTED	1,114	59%	17%	66%	18%	- 0.03 
			16%	68%	16%	0.00 
<small>* Dot color is green for all growth scores that are not statistically significant [^] Student count only includes students with at least 2 predictors **Percentages may not add to 100 due to rounding ***Results not reported for groups with fewer than 5 students</small>						

MAP Math → District Overall (*Grades 3-8 Pre-Pandemic Norms*)

- **+0.00 expected growth** 
- **48%** of all students met the **proficiency benchmark** (grade level expectation) in math
- **82%** of all students had **expected or high growth**

Subject:

Mathematics

Growth Year: **2022-2023**

Growth Comparison Group: **Local District**

Term: **Winter**











Overall Growth

0.00



Expected Growth

Student Growth by School

School	Student Count [^]	% Met Benchmark	% High Growth	% Expected Growth	% Low Growth	Growth Effect Size
BRAESIDE ELEM SCHOOL	131	67%	15%	69%	17%	- 0.06 
EDGEWOOD MIDDLE SCHOOL	648	50%	21%	66%	14%	+ 0.17 
INDIAN TRAIL ELEM SCHOOL	220	55%	15%	63%	23%	- 0.20 
NORTHWOOD MIDDLE SCHOOL	487	35%	19%	65%	16%	+ 0.07 
OAK TERRACE ELEM SCHOOL	195	34%	16%	63%	21%	- 0.08 
RAVINIA ELEM SCHOOL	113	67%	17%	52%	31%	- 0.18 
RED OAK ELEM SCHOOL	98	42%	16%	63%	20%	- 0.03 
SHERWOOD ELEM SCHOOL	167	52%	16%	63%	20%	- 0.12 
WAYNE THOMAS ELEM SCHOOL	168	56%	17%	58%	24%	- 0.15 
ALL	2,227	48%	18%	64%	18%	0.00 
EXPECTED			16%	68%	16%	0.00

* Dot color is green for all growth scores that are not statistically significant

[^] Student count only includes students with at least 2 predictors

**Percentages may not add to 100 due to rounding

***Results not reported for groups with fewer than 5 students

MAP Math → Student Groups (*Grades K-2 Post-Pandemic Norms*)

- 77% of ELL students had **expected** or **higher than expected growth**
- 80% of students with IEPs had **expected** or **higher than expected growth**
- 78% of students classified as low income had **expected** or **higher than expected growth**














Subject: **Mathematics**

Growth Year: **2022-2023**

Growth Comparison Group: **Local District**

Term: **Winter**

Growth by Student Group

Group	Student Group	Student Count ^A	% Met Benchmark	% High Growth	% Expected Growth	% Low Growth	Growth Effect Size
ELL	ELL	147	21%	14%	63%	22%	- 0.17 
ELL	Not ELL	967	65%	17%	66%	17%	- 0.01 
Ethnicity	Asian	29	65%	28%	52%	21%	+ 0.09 
Ethnicity	Black	24	20%	4%	75%	21%	- 0.24 
Ethnicity	Hispanic	224	30%	15%	62%	23%	- 0.20 
Ethnicity	Other	49	76%	12%	71%	16%	- 0.07 
Ethnicity	White	788	67%	17%	67%	16%	+ 0.03 
Gender	Female	567	54%	11%	68%	21%	- 0.21 
Gender	Male	547	65%	22%	63%	15%	+ 0.16 
IEP	IEP	166	44%	20%	60%	20%	- 0.03 
IEP	No IEP	948	62%	16%	67%	17%	- 0.03 
Income	Low Income	202	27%	14%	64%	22%	- 0.18 
Income	Not Low Income	912	67%	17%	66%	17%	+ 0.01 
EXPECTED				16%	68%	16%	0.00

* Dot color is green for all growth scores that are not statistically significant
^A Student count only includes students with at least 2 predictors

**Percentages may not add to 100 due to rounding
 ***Results not reported for groups with fewer than 5 students

MAP Math → Student Groups (Grades 3-8 Pre-Pandemic Norms)

- 77% of ELL students had **expected** or **higher than expected** growth
- 83% of students with IEPs had **expected** or **higher than expected** growth
- 79% of low income students had **expected** or **higher than expected** growth

Subject:

Mathematics

Growth Year: 2022-2023

Growth Comparison Group: Local District

Term: Winter

Growth by Student Group

Group	Student Group	Student Count [^]	% Met Benchmark	% High Growth	% Expected Growth	% Low Growth	Growth Effect Size
ELL	ELL	295	5%	17%	60%	23%	- 0.10
ELL	Not ELL	1,932	54%	18%	64%	18%	+ 0.02
Ethnicity	Asian	80	56%	18%	68%	15%	+ 0.09
Ethnicity	Black	35	20%	6%	60%	34%	- 0.43
Ethnicity	Hispanic	541	19%	16%	63%	21%	- 0.04
Ethnicity	Other	103	57%	24%	52%	23%	- 0.01
Ethnicity	White	1,468	58%	19%	65%	17%	+ 0.02
Gender	Female	1,097	46%	17%	62%	21%	- 0.07
Gender	Male	1,130	49%	19%	66%	15%	+ 0.07
IEP	IEP	338	21%	22%	61%	17%	+ 0.14
IEP	No IEP	1,889	53%	17%	64%	19%	- 0.02
Income	Low Income	508	14%	18%	61%	21%	- 0.07
Income	Not Low Income	1,719	58%	18%	64%	18%	+ 0.03
EXPECTED				16%	68%	16%	0.00

* Dot color is green for all growth scores that are not statistically significant

[^] Student count only includes students with at least 2 predictors

**Percentages may not add to 100 due to rounding

***Results not reported for groups with fewer than 5 students

MAP Math → Student Groups (*Grades K-2 Post-Pandemic Norms*)

- **58%** of K-2 in math intervention students had **expected** or **high growth**
- **65%** of K-2 students in reading development had **expected** or **high growth**
- **66%** of elementary students who had Kelly Tutoring had **expected** or **high growth**

Subject: **Mathematics**

Growth Year: **2022-2023**

Growth Comparison Group: **Local District**

Term: **Winter**

Student Growth by Programs and Other Groups

Group	Student Group	Student Count ^A	% Met Benchmark	% High Growth	% Expected Growth	% Low Growth	Growth Effect Size
Dual Language	No - Dual Language	833	63%	16%	65%	19%	- 0.05
Dual Language	Yes - Dual Language	281	47%	18%	68%	14%	+ 0.03
ES Math Intervention	No - ES Math Intervention	700	65%	16%	65%	19%	- 0.08
ES Math Intervention	Yes - ES Math Intervention	66	2%	5%	53%	42%	- 0.85
ES Reading Intervention	No - ES Reading Intervention	613	68%	16%	66%	18%	- 0.04
ES Reading Intervention	Yes - ES Reading Intervention	153	23%	8%	57%	35%	- 0.56
Former EL	No - Former EL	1,086	59%	16%	66%	18%	- 0.03
Former EL	Yes - Former EL	28	57%	25%	54%	21%	+ 0.09
Green Bay Student	No- Green Bay Student	816	64%	17%	66%	17%	- 0.01
Green Bay Student	Yes- Green Bay Student	298	45%	15%	66%	18%	- 0.07
Kelly Tutoring	No - Kelly Tutoring	665	66%	16%	65%	20%	- 0.09
Kelly Tutoring	Yes - Kelly Tutoring	101	14%	7%	59%	34%	- 0.50
EXPECTED				16%	68%	16%	0.00

MAP Math → Student Groups (*Grades 3-8 Pre-Pandemic Norms*)

- **91%** of students in **Math Plus** had **expected** or **higher than expected** growth
- **91%** of Accelerated Math students had **expected** or **higher than expected** growth
- **70%** of 3-5 math intervention students had **expected** or **higher than expected** growth
- **76%** of 3-5 Kelly Tutoring students had **expected** or **higher than expected** growth

Subject: **Mathematics**

Growth Year: **2022-2023**

Growth Comparison Group: **Local District**

Term: **Winter**

Student Growth by Programs and Other Groups

Group	Student Group	Student Count [^]	% Met Benchmark	% High Growth	% Expected Growth	% Low Growth	Growth Effect Size
Dual Language	No - Dual Language	1,599	53%	18%	63%	19%	0.00
Dual Language	Yes - Dual Language	627	35%	18%	64%	18%	+ 0.02
ES Math Intervention	No - ES Math Intervention	1,024	56%	16%	62%	22%	- 0.12
ES Math Intervention	Yes - ES Math Intervention	68	0%	13%	57%	29%	- 0.26
ES Reading Intervention	No - ES Reading Intervention	1,016	56%	16%	62%	22%	- 0.13
ES Reading Intervention	Yes - ES Reading Intervention	76	4%	18%	57%	25%	- 0.11
Former EL	No - Former EL	2,054	49%	18%	64%	18%	+ 0.01
Former EL	Yes - Former EL	171	32%	15%	64%	20%	- 0.06
Green Bay Student	No - Green Bay Student	1,153	57%	17%	64%	19%	- 0.01
Green Bay Student	Yes - Green Bay Student	333	28%	18%	60%	22%	- 0.08
Kelly Tutoring	No - Kelly Tutoring	942	59%	17%	61%	22%	- 0.11
Kelly Tutoring	Yes - Kelly Tutoring	150	8%	11%	65%	24%	- 0.23
Math Plus	No - Math Plus	1,038	47%	20%	65%	15%	+ 0.11
Math Plus	Yes - Math Plus	96	0%	23%	68%	9%	+ 0.37
MS ELA Pathway	0) SPED Replacement	24	0%	25%	54%	21%	- 0.06
MS ELA Pathway	1) At Level	730	27%	19%	66%	14%	+ 0.13
MS ELA Pathway	2) Accelerated	378	80%	21%	64%	15%	+ 0.15
MS Math Pathway	0) SPED Replacement	27	0%	19%	56%	26%	- 0.25
MS Math Pathway	1) At Level	572	9%	18%	62%	20%	- 0.01
MS Math Pathway	2) Advanced	332	70%	18%	73%	9%	+ 0.18
MS Math Pathway	3) Accelerated	218	99%	29%	61%	9%	+ 0.47
Reading Plus	No - Reading Plus	1,044	47%	20%	65%	15%	+ 0.12
Reading Plus	Yes - Reading Plus	90	2%	20%	67%	13%	+ 0.22

Action Steps

Our Continued Efforts...

- Continued follow-up of the [District 112 Instructional Framework](#)
- Implementation of K-2 Amplify CKLA Skills for English Foundational Skills
- All PreK-5 staff receiving LETRS professional development on the science of teaching reading
- Middle School Scheduling Committee
- ELA and Math Focus Standards and Proficiency Scales K-8
- DMGroup Breakthrough Result for K-2 teams at monolingual elementary schools
- Additional 2.0 FTE for Instructional Coaching at our Elementary Dual Language Buildings
- Recommitment to Kagan Cooperative Learning at staff meetings and the February 2023 Institute Day
- Instructional walkthroughs

Thank You!





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NORTH SHORE

SCHOOL DISTRICT 112

Date: January 17, 2023
To: Board of Education
From: Dr. Michael Lubelfeld, Superintendent
Subject: First Reading Board Policy Updates
Board Policy Alignment: Policy 2:240- Board Policy Development
Disposition: Information

Executive Summary:

The Board governs the District using written policies to ensure legal compliance, establish consistent processes, delegate authority and define operating limits. Board Policy 2:240 requires the Board to continually monitor policies for legal compliance, relevance, and effectiveness.

The Board Policy Committee met on January 10, 2023, to review updates recommended by the Illinois Association of School Board's PRESS Issue 110. The committee also completed a periodic review of a list of policies as part of ongoing monitoring for relevancy and effectiveness as suggested by IASB.

Based on the committee's review, input, and recommendations, updates to the following policies are being presented to the Board for a first-reading:

- 2:100 Board Member Conflict of Interest
- 2:105 Ethics and Gift Ban
- 2:210 Organizational School Board Meeting
- 2:265 Title IX Sexual Harassment Grievance Procedure
- 4:10 Fiscal and Business Management
- 4:140 Waiver of Student Fees
- 4:165 Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors
- 5:20 Workplace Harassment Prohibited
- 5:120 Employee Ethics; Code of Professional Conduct; and Conflict of Interest
- 5:190 Teacher Qualifications
- 5:220 Substitute Teachers
- 5:250 Leaves of Absence
- 5:280 Duties and Qualifications

- 5:320 Evaluation
- 5:330 Sick Days, Vacation, Holidays, and Leaves
- 6:15 School Accountability
- 6:20 School Year Calendar and Day
- 6:50 School Wellness
- 6:60 Curriculum Content
- 6:65 Student Social and Emotional Development
- 6:250 Community Resource Persons and Volunteers
- 6:255 Assemblies and Ceremonies
- 6:260 Complaints About Curriculum, Instructional Materials, and Programs
- 6:340 Student Testing and Assessment Program
- 7:50 School Admissions and Student Transfers To and From Non-District Schools
- 7:70 Attendance and Truancy
- 7:100 Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students
- 7:180, Prevention of and Response to Bullying, Intimidation, and Harassment
- 7:250 Student Support Services
- 7:285 Anaphylaxis Prevention, Response, and Management Program
- 7:290 Suicide and Depression Awareness and Prevention
- 7:340 Student Records

The following policies were part of the periodic review. Language was updated in Policy 4:55 but there were no recommended changes to the others:

- 2:150 Committees
- 2:250 Access to District Public Records
- 3:10 Goals and Objectives
- 4:55 Use of Credit and Procurement Cards (*revised with updated language*)
- 5:170 Copyright
- 5:190 Teacher Qualifications
- 5:260 Student Teachers
- 6:130 Program for the Gifted
- 6:270 Guidance and Counseling Program

The Board will be asked to approve the policy revisions at the February 21 Regular Board meeting.

Recommendation: Information Only

Document Status: Draft Update

2:100 Board Member Conflict of Interest

No Board of Education member shall: (1) have a beneficial interest directly or indirectly in any contract, work, or business of the District unless permitted by State or federal law; or (2) solicit or accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to agreements or contracts with the District. Situations in which the interest is not substantial or the gift is an unsolicited item of nominal value must comply with State law and Board policy 2:105, *Ethics and Gift Ban*.

Board members must annually file a *Statement of Economic Interests* as required by the Illinois Governmental Ethics Act. Each Board member is responsible for filing the statement with the county clerk of the county in which the District's main office is located by May 1.

Federal and State Grant Awards

No Board member shall participate in the selection, award, or administration of a contract supported by a federal award or State award governed by the Grant Accountability and Transparency Act (GATA) ([30 ILCS 708/](#)) if he or she has a real or apparent conflict of interest. A conflict of interest arises when a Board member or any of the following individuals has a financial or other interest in or a tangible benefit from [PRESSPlus1](#) the entity selected for the contract:

1. ~~Any person that has a close personal relationship with a Board member that may compromise or impair the Board member's fairness and impartiality, including a~~ A member of the Board member's immediate family ~~or household~~;
2. The Board member's ~~business~~ partner; [PRESSPlus2](#) or
3. An entity that employs or is about to employ the Board member or one of the individuals listed in one or two above.

LEGAL REF.:

~~105 ILCS 5/10-9.~~

~~5 ILCS 420/4A-101.5, 420/4A-105, 420/4A-106.5, and 420/4A-107,~~ Ill. Governmental Ethics Act.

30 ILCS 708/, Grant Accountability and Transparency Act.

50 ILCS 105/3, Public Officer Prohibited Activities Act.

~~105 ILCS 5/10-9.~~

2 C.F.R. §200.318(c)(1).

CROSS REF.: 2:105 (Ethics and Gift Ban), 4:60 (Purchases and Contracts), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest)

PRESSPlus Comments

PRESSPlus 1. Updated in response to PRESS Advisory Board (PAB) member feedback regarding alignment of the conflict of interest language to 2 C.F.R. §200.318. **Issue 110, October 2022**

PRESSPlus 2. The law does not define *partner*; consult the board attorney about whether this term includes domestic partners, business partners, or both. **Issue 110, October 2022**

Document Status: Draft Update

2:105 Ethics and Gift Ban

Prohibited Political Activity

The following precepts govern political activities being conducted by District employees and Board of Education members:

1. No employee shall intentionally perform any *political activity* during any *compensated time*, as those terms are defined herein.
2. No Board member or employee shall intentionally use any District property or resources in connection with any political activity.
3. At no time shall any Board member or employee intentionally require any other Board member or employee to perform any political activity: (a) as part of that Board member's or employee's duties, (b) as a condition of employment, or (c) during any compensated time off, such as, holidays, vacation, or personal time off.
4. No Board member or employee shall be required at any time to participate in any political activity in consideration for that Board member or employee being awarded additional compensation or any benefit, whether in the form of a salary adjustment, bonus, compensatory time off, continued employment or otherwise; nor shall any Board member or employee be awarded additional compensation or any benefit in consideration for his or her participation in any political activity.
5. No Board member or employee should solicit donations from vendors or contractors for the District.

A Board member or employee may engage in any activity that: (1) is otherwise appropriate as part of his or her official duties, or (2) is undertaken by the individual on a voluntary basis that is not prohibited by this policy.

Limitations on Receiving Gifts

Except as permitted by this policy, no Board member or employee, and no spouse of or immediate family member living with a Board member or employee shall intentionally solicit or accept any *gift* from any *prohibited source*, as those terms are defined herein, or that is otherwise prohibited by law or policy. No prohibited source shall intentionally offer or make a gift that violates this policy.

The following are exceptions to the ban on accepting gifts from a prohibited source:

1. Opportunities, benefits, and services that are available on the same conditions as for the general public.
2. Anything for which the Board member or employee, or his or her spouse or immediate family member, pays the fair market value.
3. Any: (a) contribution that is lawfully made under the Election Code, or (b) activities associated with a fundraising event in support of a political organization or candidate.
4. Educational materials and missions.
5. Travel expenses for a meeting to discuss business.

6. A gift from a relative, meaning those people related to the individual as father, mother, son, daughter, brother, sister, uncle, aunt, great aunt, great uncle, first cousin, nephew, niece, husband, wife, grandfather, grandmother, grandson, granddaughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, half sister, and including the father, mother, grandfather, or grandmother of the individual's spouse and the individual's fiancé or fiancée.
7. Anything provided by an individual on the basis of a personal friendship unless the recipient has reason to believe that, under the circumstances, the gift was provided because of the official position or employment of the recipient or his or her spouse or immediate family member and not because of the personal friendship. In determining whether a gift is provided on the basis of personal friendship, the recipient shall consider the circumstances under which the gift was offered, such as: (a) the history of the relationship between the individual giving the gift and the recipient of the gift, including any previous exchange of gifts between those individuals; (b) whether to the actual knowledge of the recipient the individual who gave the gift personally paid for the gift or sought a tax deduction or business reimbursement for the gift; and (c) whether to the actual knowledge of the recipient the individual who gave the gift also at the same time gave the same or similar gifts to other Board members or employees, or their spouses or immediate family members.
8. Food or refreshments not exceeding \$75 per person in value on a single calendar day; provided that the food or refreshments are: (a) consumed on the premises from which they were purchased or prepared; or (b) catered. *Catered* means food or refreshments that are purchased ready to consume, which are delivered by any means.
9. Food, refreshments, lodging, transportation, and other benefits resulting from outside business or employment activities (or outside activities that are not connected to the official duties of a Board member or employee), if the benefits have not been offered or enhanced because of the official position or employment of the Board member or employee, and are customarily provided to others in similar circumstances.
10. Intra-governmental and inter-governmental gifts. *Intra-governmental gift* means any gift given to a Board member or employee from another Board member or employee, and *inter-governmental gift* means any gift given to a Board member or employee from an officer or employee of another governmental entity.
11. Bequests, inheritances, and other transfers at death.
12. Any item or items from any one prohibited source during any calendar year having a cumulative total value of less than \$100.

Each of the listed exceptions is mutually exclusive and independent of every other.

A Board member or employee, his or her spouse or an immediate family member living with the Board member or employee, does not violate this policy if the recipient promptly takes reasonable action to return a gift from a prohibited source to its source or gives the gift or an amount equal to its value to an appropriate charity that is exempt from income taxation under [26 U.S.C. §501\(c\)\(3\)](#).

Enforcement

The Board President and Superintendent shall seek guidance from the Board attorney concerning compliance with and enforcement of this policy and State ethics laws. The Board may, as necessary or prudent, appoint an Ethics Advisor for this task.

Written complaints alleging a violation of this policy shall be filed with the Superintendent or Board President. If attempts to correct any misunderstanding or problem do not resolve the matter, the Superintendent or Board President shall, after consulting with the Board Attorney, either place the

alleged violation on a Board meeting agenda for the Board's disposition or refer the complainant to Board policy 2:260, *Uniform Grievance Procedure*. A Board member who is related, either by blood or by marriage, up to the degree of first cousin, to the person who is the subject of the complaint, shall not participate in any decision-making capacity for the Board. If the Board finds it more likely than not that the allegations in a complaint are true, it shall notify the State's Attorney and/or consider disciplinary action for the employee.

Definitions

Unless otherwise stated, all terms used in this policy have the definitions given in the State Officials and Employees Ethics Act, [5 ILCS 430/1-5](#).

Political activity means:

1. Preparing for, organizing, or participating in any political meeting, political rally, political demonstration, or other political event.
2. Soliciting contributions, including but not limited to the purchase of, selling, distributing, or receiving payment for tickets for any political fundraiser, political meeting, or other political event.
3. Soliciting, planning the solicitation of, or preparing any document or report regarding anything of value intended as a campaign contribution.
4. Planning, conducting, or participating in a public opinion poll in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
5. Surveying or gathering information from potential or actual voters in an election to determine probable vote outcome in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
6. Assisting at the polls on Election Day on behalf of any political organization or candidate for elective office or for or against any referendum question.
7. Soliciting votes on behalf of a candidate for elective office or a political organization or for or against any referendum question or helping in an effort to get voters to the polls.
8. Initiating for circulation, preparing, circulating, reviewing, or filing any petition on behalf of a candidate for elective office or for or against any referendum question.
9. Making contributions on behalf of any candidate for elective office in that capacity or in connection with a campaign for elective office.
10. Preparing or reviewing responses to candidate questionnaires.
11. Distributing, preparing for distribution, or mailing campaign literature, campaign signs, or other campaign material on behalf of any candidate for elective office or for or against any referendum question.
12. Campaigning for any elective office or for or against any referendum question.
13. Managing or working on a campaign for elective office or for or against any referendum question.
14. Serving as a delegate, alternate, or proxy to a political party convention.
15. Participating in any recount or challenge to the outcome of any election.

With respect to an employee whose hours are not fixed, *compensated time* includes any period of time when the employee is on premises under the control of the District and any other time when the employee is executing his or her official duties, regardless of location.

Prohibited source means any person or entity who:

1. Is seeking official action by: (a) a Board member, or (b) an employee, or by the Board member or another employee directing that employee;
2. Does business or seeks to do business with: (a) a Board member, or (b) an employee, or with the Board member or another employee directing that employee;
3. Conducts activities regulated by: (a) a Board member, or (b) an employee or by the Board member or another employee directing that employee;
4. Has an interest that may be substantially affected by the performance or non-performance of the official duties of the Board member or employee;
5. Is registered or required to be registered with the Secretary of State under the Lobbyist Registration Act, except that an entity does not become a prohibited source merely because a registered lobbyist is one of its members or serves on its board of directors; or
6. Is an agent of, a spouse of, or an immediate family member living with a prohibited source.

Gift means any gratuity, discount, entertainment, hospitality, loan, forbearance, or other tangible or intangible item having monetary value including but not limited to, cash, food and drink, and honoraria for speaking engagements related to or attributable to government employment or the official position of a Board member or employee.

Complaints of Sexual Harassment Made Against Board Members by Elected Officials

Pursuant to the State Officials and Employees Ethics Act ([5 ILCS 430/70-5](#)), members of the Board and other elected officials are encouraged to promptly report claims of sexual harassment by a Board member. Every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available. If the official feels comfortable doing so, he or she should directly inform the individual that the individual's conduct or communication is offensive and must stop.

Board members and elected officials should report claims of sexual harassment against a member of the Board to the Board President or Superintendent. If the report is made to the Superintendent, the Superintendent shall promptly notify the President, or if the President is the subject of the complaint, the Vice President. Reports of sexual harassment will be confidential to the greatest extent practicable.

When a complaint of sexual harassment is made against a member of the Board by another Board member or other elected official, the Superintendent shall appoint a qualified outside investigator who is not a District employee or Board member to conduct an independent review of the allegations. The investigator shall prepare a written report and submit it to the Board.

If a Board member has engaged in sexual harassment, the matter will be addressed in accordance with the authority of the Board.

The Superintendent will post this policy on the District website and/or make this policy available in the District's administrative office.

LEGAL REF.:

105 ILCS 5/22-930 (final citation pending). [PRESSPlus1](#)

5 ILCS 430/, State Officials and Employees Ethics Act.

10 ILCS 5/9-25.1, Election Interference Prohibition Act.

CROSS REF.: 2:100 (Board Member Conflict of Interest), [2:110 \(Qualifications, Term, and Duties of Board Officers\)](#), 2:260 (Uniform Grievance Procedure), 4:60 (Purchases and Contracts), 5:120

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated with the final citation for 105 ILCS 5/22-93, added by P.A. 102-327 and renumbered by P.A. 102-813, establishing a gift ban for school guidance counselors. **Issue 110, October 2022**

Document Status: Draft Update

2:210 Organizational Board of Education Meeting

During a March meeting in odd-numbered years, the Board of Education establishes a date for its organizational meeting to be held sometime after the election authority canvasses the vote, but within ~~40~~^{PRESSPlus1} days after the consolidated election. The consolidated election is held on the first Tuesday in April of odd-numbered years. If, however, that date conflicts with the celebration of Passover, the consolidated election is postponed to the first Tuesday following the last day of Passover. At the organizational meeting the following shall occur:

1. Each successful candidate, before taking his or her seat on the Board, shall take the oath of office as provided in Board policy 2:80, *Board Member Oath and Conduct*.
2. The new Board members shall be seated.
3. The Board shall elect its officers, who assume office immediately upon their election.
4. The Board shall fix a time and date for its regular meetings.

LEGAL REF.:

~~10 ILCS 5/2A-1 et seq.~~ 105 ILCS 5/10-5, 5/10-16, and 5/10-16.5.

10 ILCS 5/2A-1 et seq., Election Code.

CROSS REF.: 2:30 (School District Elections), 2:110 (Qualifications, Term, and Duties of Board Officers), 2:200 (Types of Board of Education Meetings), 2:220 (Board of Education Meeting Procedure), 2:230 (Public Participation at Board of Education Meetings and Petitions to the Board)

~~ADOPTED: June 11, 2019~~

PRESSPlus Comments

PRESSPlus 1. Updated in response to 105 ILCS 5/10-16, amended by P.A. 102-798, extending the timeframe in which a board must hold its organizational meeting from 28 to 40 days after the consolidated election. **Issue 110, October 2022**

Document Status: Draft Update

2:265 Title IX Sexual Harassment Grievance Procedure

Sexual harassment affects a student's ability to learn and an employee's ability to work. Providing an educational and workplace environment free from sexual harassment is an important District goal. The District does not discriminate on the basis of sex in any of its education programs or activities, and it complies with Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulations ([34 C.F.R. Part 106](#)) concerning everyone in the District's education programs and activities, including applicants for employment, students, parents/guardians, employees, and third parties.

Title IX Sexual Harassment Prohibited

Sexual harassment as defined in Title IX (Title IX Sexual Harassment) is prohibited. Any person, including a District employee or agent, or student, engages in Title IX Sexual Harassment whenever that person engages in conduct on the basis of an individual's sex that satisfies one or more of the following:

1. A District employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct; or
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's educational program or activity; or
3. *Sexual assault* as defined in 20 U.S.C. §1092(f)(6)(A)(v), *dating violence* as defined in 34 U.S.C. §12291(a)(11~~9~~), *domestic violence* as defined in 34 U.S.C. §12291(a)(12~~8~~), or *stalking* as defined in 34 U.S.C. §12291(a)(36~~9~~). [PRESSPlus1](#)

Examples of sexual harassment include, but are not limited to, touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, spreading rumors related to a person's alleged sexual activities, rape, sexual battery, sexual abuse, and sexual coercion.

Definitions from [34 C.F.R. §106.30](#)

Complainant means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Education program or activity includes locations, events, or circumstances where the District has substantial control over both the *Respondent* and the context in which alleged sexual harassment occurs.

Formal Title IX Sexual Harassment Complaint means a document filed by a *Complainant* or signed by the Title IX Coordinator alleging sexual harassment against a *Respondent* and requesting that the District investigate the allegation.

Respondent means an individual who has been reported to be the perpetrator of the conduct that could constitute sexual harassment.

Supportive measures mean non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the *Complainant* or the *Respondent* before or after the filing of a *Formal Title IX Sexual Harassment Complaint* or where no *Formal Title IX Sexual Harassment Complaint* has been filed.

Title IX Sexual Harassment Prevention and Response

The Superintendent or designee will ensure that the District prevents and responds to allegations of Title IX Sexual Harassment as follows:

1. Ensures that the District's comprehensive health education program in Board policy 6:60, *Curriculum Content*, incorporates (a) age-appropriate sexual abuse and assault awareness and prevention programs in grades pre-K through 12, and (b) age-appropriate education about the warning signs, recognition, dangers, and prevention of teen dating violence in grades 7-12. This includes incorporating student social and emotional development into the District's educational program as required by State law and in alignment with Board policy 6:65, *Student Social and Emotional Development*.
2. Incorporates education and training for school staff pursuant to policy 5:100, *Staff Development Program*, and as recommended by the Superintendent, Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, or a Complaint Manager.
3. Notifies applicants for employment, students, parents/guardians, employees, and collective bargaining units of this policy and contact information for the Title IX Coordinator by, at a minimum, prominently displaying them on the District's website, if any, and in each handbook made available to such persons.

Making a Report

A person who wishes to make a report under this Title IX Sexual Harassment grievance procedure may make a report to the Title IX Coordinator, Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, a Complaint Manager, or any employee with whom the person is comfortable speaking. A person who wishes to make a report may choose to report to a person of the same gender.

School employees shall respond to incidents of sexual harassment by promptly making or forwarding the report to the Title IX Coordinator. An employee who fails to promptly make or forward a report may be disciplined, up to and including discharge.

The Superintendent shall insert into this policy and keep current the name, office address, email address, and telephone number of the Title IX Coordinator.

Title IX Coordinator:

Dr. Monica Schroeder, Deputy Superintendent
1936 Green Bay Rd., Highland Park, IL 60035
mschroeder@nssd112.org
224-765-3044

Processing and Reviewing a Report or Complaint

Upon receipt of a report, the Title IX Coordinator and/or designee will promptly contact the *Complainant* to: (1) discuss the availability of supportive measures, (2) consider the *Complainant's*

wishes with respect to *supportive measures*, (3) inform the *Complainant* of the availability of *supportive measures* with or without the filing of a *Formal Title IX Sexual Harassment Complaint*, and (4) explain to the *Complainant* the process for filing a *Formal Title IX Sexual Harassment Complaint*.

Further, the Title IX Coordinator will analyze the report to identify and determine whether there is another or an additional appropriate method(s) for processing and reviewing it. For any report received, the Title IX Coordinator shall review Board policies 2:260, *Uniform Grievance Procedure*; 5:20, *Workplace Harassment Prohibited*; 5:90, *Abused and Neglected Child Reporting*; 5:120, *Employee Ethics*; *Code of Professional Conduct*; and *Conflict of Interest*; 7:20, *Harassment of Students Prohibited*; 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; 7:185, *Teen Dating Violence Prohibited*; and 7:190, *Student Behavior*, to determine if the allegations in the report require further action.

Reports of alleged sexual harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain an educational program or activity that is productive, respectful, and free of sexual harassment.

Formal Title IX Sexual Harassment Complaint Grievance Process

When a *Formal Title IX Sexual Harassment Complaint* is filed, the Title IX Coordinator will investigate it or appoint a qualified person to undertake the investigation.

The Superintendent or designee shall implement procedures to ensure that all *Formal Title IX Sexual Harassment Complaints* are processed and reviewed according to a Title IX grievance process that fully complies with [34 C.F.R. §106.45](#). The District's grievance process shall, at a minimum:

1. Treat *Complainants* and *Respondents* equitably by providing remedies to a *Complainant* where the *Respondent* is determined to be responsible for sexual harassment, and by following a grievance process that complies with [34 C.F.R. §106.45](#) before the imposition of any disciplinary sanctions or other actions against a *Respondent*.
2. Require an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence – and provide that credibility determinations may not be based on a person's status as a *Complainant*, *Respondent*, or witness.
3. Require that any individual designated by the District as a Title IX Coordinator, investigator, decision-maker, or any person designated by the District to facilitate an informal resolution process:
 - a. Not have a conflict of interest or bias for or against complainants or respondents generally or an individual *Complainant* or *Respondent*.
 - b. Receive training on the definition of sexual harassment, the scope of the District's *education program or activity*, how to conduct an investigation and grievance process (including hearings, appeals, and informal resolution processes, as applicable), and how to serve impartially.
4. Require that any individual designated by the District as an investigator receiving training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.
5. Require that any individual designated by the District as a decision-maker receive training on issues of relevance of questions and evidence, including when questions and evidence about the *Complainant's* sexual predisposition or prior sexual behavior are not relevant.
6. Include a presumption that the *Respondent* is not responsible for the alleged conduct until a

determination regarding responsibility is made at the conclusion of the grievance process.

7. Include reasonably prompt timeframes for conclusion of the grievance process.
8. Describe the range of possible disciplinary sanctions and remedies the District may implement following any determination of responsibility.
9. Base all decisions upon the *preponderance of evidence* standard.
10. Include the procedures and permissible bases for the *Complainant* and *Respondent* to appeal.
11. Describe the range of *supportive measures* available to *Complainants* and *Respondents*.
12. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

Enforcement

Any District employee who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action up to and including discharge. Any third party who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent, invitee, etc. Any District student who is determined, at the conclusion of the grievance process, to have engaged in sexual harassment will be subject to disciplinary action, including, but not limited to, suspension and expulsion consistent with student behavior policies. Any person making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action.

This policy does not increase or diminish the ability of the District or the parties to exercise any other rights under existing law.

Retaliation Prohibited

The District prohibits any form of retaliation against anyone who, in good faith, has made a report or complaint, assisted, or participated or refused to participate in any manner in a proceeding under this policy. Any person should report claims of retaliation using Board policy 2:260, *Uniform Grievance Procedure*.

Any person who retaliates against others for reporting or complaining of violations of this policy or for participating in any manner under this policy will be subject to disciplinary action, up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.:

20 U.S.C. §1681 *et seq.*, Title IX of the Educational Amendments of 1972; 34 C.F.R. Part 106.

Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).

Gebser v. Lago Vista Independent Sch. Dist., 524 U.S. 274 (1998).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:20 (Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 7:10 (Equal Educational Opportunities), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior)

PRESSPlus Comments

PRESSPlus 1. Updated in response to changed citations to the definitions of *dating violence*, *domestic violence*, and *stalking* from the 2022 reauthorization of the Violence Against Women Act (VAWA). The policy uses the updated VAWA citations, although the Title IX regulations at 34 C.F.R. §106.30, which contain pinpoint citations to VAWA, have not been updated. **Issue 110, October 2022**

Document Status: Draft Update

4:10 Fiscal and Business Management

The Superintendent is responsible for the School District's fiscal and business management. This responsibility includes annually preparing and presenting the District's statement of affairs to the Board of Education and publishing it before December 1 as required by State law.

The Superintendent shall ensure the efficient and cost-effective operation of the District's business management using computers, computer software, data management, communication systems, and electronic networks, including electronic mail, the Internet, and security systems. Each person using the District's electronic network shall complete an *Authorization for Access to the District's Electronic Network*.

Budget Planning

The District's fiscal year is from July 1 until June 30. The Superintendent shall present to the Board, regular Board Meeting in June, a tentative budget with appropriate explanation. This budget shall represent the culmination of an ongoing process of planning for the fiscal support needed for the District's educational program. The District's budget shall be entered upon the Ill. State Board of Education's (ISBE) *School District Budget Form*. To the extent possible, the tentative budget shall be balanced as defined by ISBE guidelines. The Superintendent shall complete a tentative deficit reduction plan if one is required by ISBE guidelines.

Preliminary Adoption Procedures

After receiving the Superintendent's proposed budget, the Board sets the date, place, and time for:

1. A public hearing on the proposed budget, and
2. The proposed budget to be available to the public for inspection.

The Board Secretary shall arrange to publish a notice in a local newspaper stating the date, place, and time of the proposed budget's availability for public inspection and the public hearing. The proposed budget shall be available for public inspection at least 30 days before the time of the budget hearing.

At the public hearing, the proposed budget shall be reviewed, including the cash reserve balance of all funds held by the District related to its operational levy and, if applicable, any obligations secured by those funds. [PRESSPlus1](#) and the public shall be invited to comment, question, or advise the Board.

Final Adoption Procedures

The Board adopts a budget before the end of the first quarter of each fiscal year, September 30, or by such alternative procedure as State law may define. To the extent possible, the budget shall be balanced as defined by ISBE; if not balanced, the Board will adopt a deficit reduction plan to balance the District's budget within three years according to ISBE requirements.

The Board adopts the budget by roll call vote. The budget resolution shall be incorporated into the meeting's official minutes. Board members' names voting *yea* and *nay* shall be recorded in the

minutes.

The Superintendent or designee shall perform each of the following:

1. Post the District's final annual budget, itemized by receipts and expenditures, on the District's Internet website; notify parents/guardians that it is posted and provide the website's address.
2. File a certified copy of the budget resolution and an estimate of revenues by source anticipated to be received in the following fiscal year, certified by the District's Chief Fiscal Officer, with the County Clerk within 30 days of the budget's adoption.
3. Ensure disclosure to the public of the cash reserve balance of all funds held by the district related to its operational levy and, if applicable, any obligations secured by those funds, at the public hearing at which the Board certifies its operational levy. [PRESSPlus2](#)
4. Make all preparations necessary for the Board to timely file its Certificate of Tax Levy, including preparations to comply with the Truth in Taxation Act; file the Certificate of Tax Levy with the County Clerk on or before the last Tuesday in December. The Certificate lists the amount of property tax money to be provided for the various funds in the budget.
5. Submit the annual budget, a deficit reduction plan if one is required by ISBE guidelines, and other financial information to ISBE according to its requirements.

Any amendments to the budget or Certificate of Tax Levy shall be made as provided in the School Code and Truth in Taxation Act.

Budget Amendments

The Board may amend the budget by the same procedure as provided for in the original adoption.

Implementation

The Superintendent or designee shall implement the District's budget and provide the Board with a monthly financial report that includes all deficit fund balances. The amount budgeted as the expenditure in each fund is the maximum amount that may be expended for that category, except when a transfer of funds is authorized by the Board.

The Board shall act on all interfund loans, interfund transfers, transfers within funds, and transfers from the working cash fund or abatements of it, if one exists.

LEGAL REF.:

105 ILCS 5/10-17, 5/10-22.33, 5/17-1, 5/17-1.2, 5/17-1.3, 5/17-2A, 5/17-3.2, 5/17-11, 5/20-5, 5/20-8, and 5/20-10.

35 ILCS 200/18-55 et seq., Truth in Taxation Law.

23 Ill.Admin.Code Part 100.

CROSS REF.: 4:20 (Fund Balances), 4:40 (Incurring Debt), 4:60 (Purchases and Contracts), 6:235 (Access to Electronic Networks)

ADOPTED: June 11, 2019

PRESSPlus Comments

PRESSPlus 1. Updated in response to 105 ILCS 5/17-1.3, added by P.A. 102-895, requiring districts to disclose this cash reserve balance information “at the public hearing at which the district certifies its budget and levy for the taxable year.” The statute does not specify the manner in which the disclosure must be made; for ease of administration, the added text manages disclosure at the budget hearing by including it in the budget review. To provide evidence of compliance, consider as a best practice recording this disclosure in the board meeting minutes and/or presenting it in writing. The term *operational levy* is not defined in the statute, but it may refer to a district’s *operating funds*, which Ill. State Board of Education rules define as the Educational, Operations and Maintenance, Transportation, and Working Cash funds. 23 Ill. Admin.Code §100.20. Consult the board attorney for guidance. **Issue 110, October 2022**

PRESSPlus 2. Required by 105 ILCS 5/17-1.3, added by P.A. 102-895. Consult the board attorney about the meaning of the *public hearing* for the levy and if the disclosure must always be made at the board meeting at which the board certifies the district’s levy, or only in those instances where notice and a *public hearing* are required by the Truth in Taxation Law. 35 ILCS 200/18-70. Similar to the disclosure of cash reserves made at the budget hearing, a district may want to manage compliance for the levy hearing by incorporating the information into the presentation of the levy at the board meeting. **Issue 110, October 2022**

Document Status: Draft Update

4:140 Waiver of Student Fees

The Superintendent will recommend to the Board of Education a schedule of fees, if any, to be charged students for the use of textbooks, consumable materials, extracurricular activities, and other school student fees. Students must also pay fines for the loss of or damage to school books or other school-owned materials.

Fees for textbooks and other instructional materials, as well as fines for the loss or damage of school property [PRESSPlus1](#) are waived for students who meet the eligibility criteria for a fee-waiver as described in this policy. In order that no student is denied educational services or academic credit due to the inability of parents/guardians to pay student fees and fines, the following fees and fines are also waived for students who meet the eligibility criteria for feea waiver: athletic participation fees, lock fees, towel fees, shop fees, laboratory fees, and registration fees. Students receiving a fee waiver are not exempt from charges for lost and damaged books, locks, materials, supplies, and equipment.

Notification

The Superintendent shall ensure that a notice of waiver applicability is provided to parents/guardians with every bill for fees and/or fines, [PRESSPlus2](#) and that applications for fee-waivers are widely available and distributed according to State law and Ill. State Board of Education (ISBE) rule and that provisions for assisting parents/guardians in completing the application are available.

Eligibility Criteria

A student shall be eligible for a fee and fine waiver when:

1. The student currently lives in a household that meets the same income guidelines, with the same limits based on household size, that are used for the federal free meals program;
2. The student's parents/guardians are veterans or active-duty military personnel with income at or below 200% of the federal poverty line; [PRESSPlus3](#) or
3. The student is homeless, as defined in the McKinney-Vento Homeless Assistance Act (42 U.S.C. §11434a). [PRESSPlus4](#)

The Superintendent or designee will give additional consideration when re one or more of the following factors are present:

- Illness in the family;
- Unusual expenses such as fire, flood, storm damage, etc.;
- Unemployment;
- Emergency situations;
- When one or more of the parents/guardians are involved in a work stoppage.

Verification

The Superintendent or designee shall establish a process for determining a student's eligibility for a

waiver of fees and fines in accordance with State law requirements. ~~The Superintendent or designee may require family income verification at the time an individual applies for a fee waiver and anytime thereafter, but not more often than once every 60 calendar days. The Superintendent or designee shall not use any information from this or any independent verification process to determine free or reduced-price meal eligibility.~~ [PRESSPlus5](#)

If a student receiving a fee waiver is found to be no longer eligible during the school year, the Superintendent or designee shall notify the student's parent/guardian and charge the student a prorated amount based upon the number of school days remaining in the school year.

Determination and Appeal

Within 30 calendar days after the receipt of a waiver request, the Superintendent or designee shall mail a notice to the parent/guardian whenever a waiver request is denied. The denial notice shall include: (1) the reason for the denial, (2) the process and timelines for making an appeal, and (3) a statement that the parent/guardian may reapply for a waiver any time during the school year if circumstances change. If the denial is appealed, the District shall follow the procedures for the resolution of appeals as provided in the ISBE rule on waiver of fees.

LEGAL REF.:

42 U.S.C. §11434a, McKinney-Vento Homeless Assistance Act.

105 ILCS 5/10-20.13, 5/10-22.25, 5/27-24.2, and 5/28-19.2.

23 Ill.Admin.Code §1.245 [may contain unenforceable provisions].

CROSS REF.: 4:130 (Free and Reduced-Price Food Services), 6:140 (Education of Homeless Children)

~~ADOPTED: June 11, 2019~~

PRESSPlus Comments

PRESSPlus 1. Updated in response to 105 ILCS 5/10-20.13, amended by P.A. 102-805, eff. 1-1-23, requiring districts to waive fees and fines, including fines for the loss of school property, for all eligible students. While districts are only required to waive fines for the *loss* of school property and not the *damage* of school property, this policy extends fine waivers to both for ease of implementation and to encourage students to return school property even if damaged (instead of claiming property is lost to avoid a fine). **Issue 110, October 2022**

PRESSPlus 2. Required by 105 ILCS 5/10-20.13(b), as amended by P.A. 102-805, eff. 1-1-23. **Issue 110, October 2022**

PRESSPlus 3. Updated in response to 105 ILCS 5/10-20.13, amended by P.A. 102-1032. 105 ILCS 5/10-20.13(b), as amended by P.A. 102-1032, does not specify whether the *income* at or below 200% of the federal poverty line is the household income or solely the income of the veteran/active-duty military parent/guardian. Consult the board attorney for guidance. **Issue 110, October 2022**

PRESSPlus 4. Updated in response to 105 ILCS 5/10-20.13(b), amended by P.A. 102-805, eff. 1-1-23, adding homeless children and youth as students eligible for fee and fine waivers.

See also non-regulatory guidance at www.isbe.net/Documents/guidance_reg.pdf, which states that students who are homeless, migrant, in foster care, runaway, or participating in Head Start are categorically eligible for school fee waivers. **Issue 110, October 2022**

PRESSPlus 5. For districts that establish an application process that is completely independent of a student's application for, eligibility for, or participation in the federal free meals program, see sample exhibit 4:140-E1, *Application for Fee Waiver*. For districts that tie the application process to the federal free meals program application and only ask for *verification* in accordance with the meals program, see sample exhibit 4:140-E2, *Application for Fee Waiver Based on Federal Free Meals Program*. The sample exhibits are available at **PRESS** Online by logging in at www.iasb.com. **Issue 110, October 2022**

Document Status: Draft Update

4:165 Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors

Child sexual abuse and grooming behaviors harm students, their parents/guardians, the District's environment, its school communities, and the community at large, while diminishing a student's ability to learn. The Board has a responsibility and obligation to increase awareness and knowledge of: (1) issues regarding child sexual abuse, (2) likely warning signs that a child may be a victim of sexual abuse, (3) grooming behaviors related to child sexual abuse and grooming, (4) how to report child sexual abuse, (5) appropriate relationships between District employees and students based upon State law, and (6) how to prevent child sexual abuse.

To address the Board's obligation to increase awareness and knowledge of these issues, prevent sexual abuse of children, and define prohibited grooming behaviors, the Superintendent or designee shall implement an Awareness and Prevention of Sexual Abuse and Grooming Behaviors Program. The Program will:

1. Educate students with:
 - a. An age-appropriate and evidence-informed health and safety education curriculum that includes methods for how to report child sexual abuse and grooming behaviors to authorities, through policy 6:60, *Curriculum Content*;
 - b. Information in policy 7:250, *Student Support Services*, about: (i) District counseling options, assistance, and intervention for students who are victims of or affected by sexual abuse, and (ii) community-based Children's Advocacy Centers and sexual assault crisis centers and how to access those serving the District.
2. Train District employees about child sexual abuse and grooming behaviors by January 31 of each school year with materials that include:
 - a. A definition of prohibited grooming behaviors and employee-student^{PRESSPlus1} boundary violations pursuant to policy 5:120, *Employee Ethics*; Code of Professional Conduct; and *Conflict of Interest*;
 - b. Evidence-informed content on preventing, recognizing, reporting, and responding to child sexual abuse, grooming behaviors, and employee-student boundary violations pursuant to policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Sexual Harassment Grievance Procedure*; 5:90, *Abused and Neglected Child Reporting*; 5:100, *Staff Development Program*; and 5:120, *Employee Ethics*; Code of Professional Conduct; and *Conflict of Interest*; and
 - c. How to report child sexual abuse, grooming behaviors, and/or employee-student boundary violations pursuant to policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Sexual Harassment Grievance Procedure*; and 5:90, *Abused and Neglected Child Reporting*.
3. Provide information to parents/guardians in student handbooks about the warning signs of child sexual abuse, grooming behaviors, and employee-student boundary violations with evidence-informed educational information that also includes:
 - a. Assistance, referral, or resource information, including how to recognize grooming behaviors, appropriate relationships between District employees and students based

upon policy 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, and how to prevent child sexual abuse from happening;

- b. Methods for how to report child sexual abuse, grooming behaviors, and/or employee-student boundary violations to authorities; and
 - c. Available counseling and resources for children who are affected by sexual abuse, including both emotional and educational support for students affected by sexual abuse, so that the student can continue to succeed in school pursuant to policy 7:250, *Student Support Services*.
4. Provide parents/guardians of students in any of grades K through 8 with not less than five days' written notice before commencing any class or course providing instruction in recognizing and avoiding sexual abuse, as well as the opportunity to object in writing.

LEGAL REF.:

105 ILCS 5/10-23.13, 5/22-85.5, 5/27-9.1a, and 5/27-13.2.

105 ILCS 110/3, Critical Health Problems and Comprehensive Health Education Act.

325 ILCS 5/, Abused and Neglected Child Reporting Act.

720 ILCS 5/11-25, Criminal Code of 2012.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Sexual Harassment Grievance Procedure), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 6:60 (Curriculum Content), 7:20 (Harassment of Students Prohibited), 7:250 (Student Support Services)

PRESSPlus Comments

PRESSPlus 1. Updated throughout to align with changes made to 5:120, *Employee Ethics; Code of Professional Conduct; and Conflict of Interest*, in response to *Faith's Law*, 105 ILCS 5/22-85.5, added by P.A. 102-676. **Issue 110, October 2022**

Document Status: Draft Update - Rewritten

5:120 Employee Ethics; Code of Professional Conduct; and Conflict of Interest

Title has been updated. Original Title: Employee Ethics; Conduct; and Conflict of Interest

All District employees are expected to maintain high standards in their job performance, demonstrate integrity and honesty, be considerate and cooperative, and maintain professional and appropriate relationships with students, parents/guardians, staff members, and others. [PRESSPlus1](#)

The Superintendent or designee shall provide this policy to all District employees and students and/or parents/guardians in their respective handbooks, and ensure its posting on the District's website, if any. [PRESSPlus2](#)

Professional and Appropriate Conduct

Professional and appropriate employee conduct are important Board goals that impact the quality of a safe learning environment and the school community, increasing students' ability to learn and the District's ability to educate. To protect students from sexual misconduct by employees, and employees from the appearance of impropriety, State law also recognizes the importance for District employees to constantly maintain professional and appropriate relationships with students by following established expectations and guidelines for employee-student boundaries. Many breaches of employee-student boundaries do not rise to the level of criminal behavior but do pose a potential risk to student safety and impact the quality of a safe learning environment. Repeated violations of employee-student boundaries may indicate the grooming of a student for sexual abuse. As bystanders, employees may know of concerning behaviors that no one else is aware of, so their training on: (1) preventing, recognizing, reporting, and responding to child sexual abuse and grooming behavior; (2) this policy; and (3) federal and state reporting requirements is essential to maintaining the Board's goal of professional and appropriate conduct. [PRESSPlus3](#)

The Superintendent or designee shall identify employee conduct standards [PRESSPlus4](#) that define appropriate employee-student boundaries, provide training about them, and monitor the District's employees for violations of employee-student boundaries. The employee conduct standards will require that, at a minimum:

1. Employees who are governed by the *Code of Ethics for Illinois Educators*, adopted by the Ill. State Board of Education (ISBE), will comply with its incorporation by reference into this policy. [PRESSPlus5](#)
2. Employees are trained on educator ethics, child abuse, grooming behaviors, and employee-student boundary violations as required by law and policies 2:265, *Title IX Sexual Harassment Grievance Procedure*; 4:165, *Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors*; 5:90, *Abused and Neglected Child Reporting*; and 5:100, *Staff Development Program*. [PRESSPlus6](#)
3. Employees maintain professional relationships with students, including maintaining employee-student boundaries based upon students' ages, grade levels, and developmental levels and following District-established guidelines for specific situations, including but not limited to:
 - a. Transporting a student;

- b. Taking or possessing a photo or video of a student; and
 - c. Meeting with a student or contacting a student outside the employee's professional role.
4. Employees report prohibited behaviors and/or boundary violations pursuant to Board policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Sexual Harassment Grievance Procedure*; and 5:90, *Abused and Neglected Child Reporting*. [PRESSPlus7](#)
 5. Discipline up to and including dismissal will occur for any employee who violates an employee conduct standard or engages in any of the following: [PRESSPlus8](#)
 - a. Violates expectations and guidelines for employee-student boundaries. [PRESSPlus9](#)
 - b. Sexually harasses a student.
 - c. Willfully or negligently fails to follow reporting requirements of the Abused and Neglected Child Reporting Act (325 ILCS 5/), Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 *et seq.*), or the Elementary and Secondary Education Act (20 U.S.C. § 7926). [PRESSPlus10](#)
 - d. Engages in *grooming* as defined in 720 ILCS 5/11-25. [PRESSPlus11](#)
 - e. Engages in grooming behaviors. Prohibited grooming behaviors include, at a minimum, *sexual misconduct*. *Sexual misconduct* [PRESSPlus12](#) is any act, including but not limited to, any verbal, nonverbal, written, or electronic communication or physical activity, by an employee with direct contact with a student, that is directed toward or with a student to establish a romantic or sexual relationship with the student. Examples include, but are not limited to:
 - i. A sexual or romantic invitation.
 - ii. Dating or soliciting a date.
 - iii. Engaging in sexualized or romantic dialog.
 - iv. Making sexually suggestive comments that are directed toward or with a student.
 - v. Self-disclosure or physical exposure of a sexual, romantic, or erotic nature.
 - vi. A sexual, indecent, romantic, or erotic contact with the student.

Statement of Economic Interests

The following employees must file a *Statement of Economic Interests* as required by the Ill. Governmental Ethics Act:

1. Superintendent;
2. Building Principal;
3. Head of any department;
4. Any employee who, as the District's agent, is responsible for negotiating one or more contracts, including collective bargaining agreement(s), in the amount of \$1,000 or greater;
5. Hearing officer;
6. Any employee having supervisory authority for 20 or more employees; and
7. Any employee in a position that requires an administrative or a chief school business official endorsement.

Ethics and Gift Ban

Board policy 2:105, *Ethics and Gift Ban*, applies to all District employees. Students shall not be used in any manner for promoting a political candidate or issue.

Prohibited Interests; Conflict of Interest; and Limitation of Authority

In accordance with 105 ILCS 5/22-5, “no school officer or teacher shall be interested in the sale, proceeds, or profits of any book, apparatus, or furniture used or to be used in any school with which such officer or teacher may be connected,” except when the employee is the author or developer of instructional materials listed with ISBE and adopted for use by the Board. An employee having an interest in instructional materials must file an annual statement with the Board Secretary.

For the purpose of acquiring profit or personal gain, no employee shall act as an agent of the District nor shall an employee act as an agent of any business in any transaction with the District. This includes participation in the selection, award, or administration of a contract supported by a federal award or State award governed by the Grant Accountability and Transparency Act (GATA) (30 ILCS 708/) when the employee has a real or apparent conflict of interest. A conflict of interest arises when an employee or any of the following individuals has a financial or other interest in or a tangible benefit from the entity selected for the contract:

1. A member of the employee’s immediate family;
2. An employee’s partner; [PRESSPlus13](#) or
3. An entity that employs or is about to employ the employee or one of the individuals listed in one or two above.

Employees shall neither solicit nor accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to agreements or subcontracts. Situations in which the interest is not substantial or the gift is an unsolicited item of nominal value must comply with State law and Board policy 2:105, *Ethics and Gift Ban*.

Outside Employment

Employees shall not engage in any other employment or in any private business during regular working hours or at such other times as are necessary to fulfill appropriate assigned duties.

Incorporated
by reference: 5:120-E (Code of Ethics for Ill. Educators)

LEGAL REF.:

U.S. Constitution, First Amendment.

2 C.F.R. §200.318(c)(1).

5 ILCS 420/4A-101, Ill. Governmental Ethics Act.

5 ILCS 430/, State Officials and Employee Ethics Act.

30 ILCS 708/, Grant Accountability and Transparency Act.

50 ILCS 135/, Local Governmental Employees Political Rights Act.

105 ILCS 5/10-22.39, 5/10-23.13, 5/22-5, 5/22-85.5, and 5/22-93.

325 ILCS 5/, Abused and Neglected Child Reporting Act.

720 ILCS 5/11-25, Criminal Code of 2012.

775 ILCS 5/5A-102, Ill. Human Rights Act.

23 Ill.Admin.Code Part 22, Code of Ethics for Ill. Educators.

Pickering v. Board of Township H.S. Dist. 205, 391 U.S. 563 (1968).

Garcetti v. Ceballos, 547 U.S. 410 (2006).

CROSS REF.: 2:105 (Ethics and Gift Ban), 2:265 (Title IX Sexual Harassment Grievance Procedure), 4:60 (Purchases and Contracts), 4:165 (Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors), 5:90 (Abused and Neglected Child Reporting), 5:100 (Staff Development Program), 5:125 (Personal Technology and Social Media; Usage and Conduct), 5:200 (Terms and Conditions of Employment and Dismissal), 5:290 (Employment Terminations and Suspensions), 7:20 (Harassment of Students Prohibited)

PRESSPlus Comments

PRESSPlus 1. This policy is renamed in response to Faith's Law, 105 ILCS 5/22-85.5, added by P.A. 102-676, so its title explicitly references an employee code of professional conduct. It is rewritten to set forth expectations more clearly for employee behavior, including maintaining appropriate boundaries with students.

This policy largely cites 105 ILCS 5/22-85.5, a small portion of the *Faith's Law* package. *Faith's Law* is the entirety of Public Act 102-676, which closed significant legal loopholes related to combating grooming by: (1) broadening the definition of grooming prohibited by the Criminal Code of 2012 (720 ILCS 5/11-25); (2) authorizing the Ill. Dept. of Children and Family Services to investigate grooming allegations under the Abused and Neglected Child Reporting Act (325 ILCS 5/3); and (3) requiring the Ill. State Board of Education (ISBE) to, by 7-1-23, develop and maintain a resource guide for students, parents/guardians, and teachers about sexual abuse response and prevention resources available in their community (105 ILCS 5/2-3.188). A *Faith's Law* trailer bill, P.A. 102-702, eff. 7-1-23, further combats grooming by amending School Code provisions related to district and third-party contractor hiring practices, suspension and revocation of employee licenses, and criminal history records checks for prospective and current employees. **Issue 110, October 2022**

PRESSPlus 2. Required by 105 ILCS 5/22-85.5(e), added by P.A. 102-676. See sample exhibits 2:250-E2, *Immediately Available District Public Records and Web-Posted Reports and Records*, and 7:190-E2, *Student Handbook Checklist*. The Ill. Principals Association (IPA) maintains a handbook service that coordinates with **PRESS** material, *Online Model Student Handbook (MSH)*, at: www.ilprincipals.org/msh. The sample exhibits are available at **PRESS** Online by logging in at www.iasb.com. **Issue 110, October 2022**

PRESSPlus 3. See 105 ILCS 5/22-85.5(b), added by P.A. 102-676. **Issue 110, October 2022**

PRESSPlus 4. Sample conduct standards are contained in administrative procedure 5:120-AP2, *Employee Conduct Standards*, available at **PRESS** Online by logging in at www.iasb.com. These items are subjects of mandatory collective bargaining. Consult the board attorney for advice before establishing them. **Issue 110, October 2022**

PRESSPlus 5. 105 ILCS 5/22-85.5(d)(1), added by P.A. 102-676; 23 Ill.Admin.Code Part 22. 105 ILCS 5/22-85.5(d)(1) requires boards to incorporate ISBE's *Code of Ethics for Illinois Educators* in their policies. Prior to this law requiring boards to incorporate the *Code* by reference, this policy incorporated it to demonstrate a board's commitment to the *Code's* principles, potentially allowing a board to enforce the *Code* independently from any action taken by the State Superintendent. **Issue 110, October 2022**

PRESSPlus 6. 105 ILCS 5/22-85.5(d)(5), added by P.A. 102-676, requires districts to reference required employee training related to child abuse and educator ethics in its employee professional conduct policy. **Issue 110, October 2022**

PRESSPlus 7. Required by 105 ILCS 5/22-85.5(d)(4), added by P.A. 102-676. See also 105 ILCS 5/10-23.13(b), amended by P.A. 102-610. **Issue 110, October 2022**

PRESSPlus 8. Required by 105 ILCS 5/22-85.5(f), added by P.A. 102-676. **Issue 110, October 2022**

PRESSPlus 9. Sample expectations and guidelines are contained in administrative procedure 5:120-AP2, E, *Expectations and Guidelines for Employee-Student Boundaries*, available at **PRESS** Online by logging in at www.iasb.com. These items are subjects of mandatory collective bargaining. Consult the board attorney for advice before establishing them. **Issue 110, October 2022**

PRESSPlus 10. Required by 105 ILCS 5/22-85.5(d)(4), added by P.A. 102-676. **Issue 110, October 2022**

PRESSPlus 11. 720 ILCS 5/11-25(a), amended by P.A. 102-676, defines *grooming* as follows: "A person commits grooming when he or she knowingly uses a computer on-line service, Internet service, local bulletin board service, or any other device capable of electronic data storage or transmission, performs an act in person or by conduct through a third party, or uses written communication to seduce, solicit, lure, or entice, or attempt to seduce, solicit, lure, or entice, a child, a child's guardian, or another person believed by the person to be a child or a child's guardian, to commit any sex offense as defined in Section 2 of the Sex Offender Registration Act, to distribute photographs depicting the sex organs of the child, or to otherwise engage in any unlawful sexual conduct with a child or with another person believed by the person to be a child. As used in this Section, 'child' means a person under 17 years of age." **Issue 110, October 2022**

PRESSPlus 12. Required by 105 ILCS 5/22-85.5(d)(2), added by P.A. 102-676. This definition of *sexual misconduct* is adapted from 105 ILCS 5/22-85.5(c), added by P.A. 102-676. It results from collaboration to implement some recommendations of the *Make Sexual and Severe Physical Abuse Fully Extinct (Make S.A.F.E.) Taskforce* and was endorsed by Stop Educator Sexual Abuse Misconduct & Exploitation (S.E.S.A.M.E.), a national organization working to prevent sexual exploitation, abuse, and harassment of students by teachers and other school staff. See www.sesamenet.org/ for further information. **Issue 110, October 2022**

PRESSPlus 13. The law does not define *partner*; consult the board attorney about whether this term includes domestic partners, business partners, or both. **Issue 110, October 2022**

Document Status: Draft Update

5:20 Workplace Harassment Prohibited

The School District expects the workplace environment to be productive, respectful, and free of unlawful discrimination, including harassment. District employees shall not engage in harassment or abusive conduct on the basis of an individual's actual or perceived race, [PRESSPlus1](#) color, religion, national origin, ancestry, sex, sexual orientation, age, citizenship status, work authorization status, disability, pregnancy, marital status, order of protection status, military status, or unfavorable discharge from military service, nor shall they engage in harassment or abusive conduct on the basis of an individual's other protected status identified in Board policy 5:10, *Equal Employment Opportunity and Minority Recruitment*. Harassment of students, including, but not limited to, sexual harassment, is prohibited by Board policies 2:260, *Uniform Grievance Procedure*; 2:265, *Title IX Sexual Harassment Grievance Procedure*; 7:20, *Harassment of Students Prohibited*; 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*; and 7:185, *Teen Dating Violence Prohibited*.

The District will take remedial and corrective action to address unlawful workplace harassment, including sexual harassment.

Sexual Harassment Prohibited

The District shall provide a workplace environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. The District provides annual sexual harassment prevention training in accordance with State law.

District employees shall not make unwelcome sexual advances or request sexual favors or engage in any unwelcome conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Sexual harassment prohibited by this policy includes, but is not limited to, verbal, physical, or other conduct. The terms intimidating, hostile, or offensive include, but are not limited to, conduct that has the effect of humiliation, embarrassment, or discomfort. Sexual harassment will be evaluated in light of all the circumstances.

Making a Report or Complaint

Employees and *nonemployees* (persons who are not otherwise employees and are directly performing services for the District pursuant to a contract with the District, including contractors, and consultants) are encouraged to promptly report information regarding violations of this policy. Individuals may choose to report to a person of the individual's same gender. Every effort should be made to file such reports or complaints as soon as possible, while facts are known and potential witnesses are available.

Aggrieved individuals, if they feel comfortable doing so, should directly inform the person engaging in the harassing conduct or communication that such conduct or communication is offensive and must

stop.

Whom to Contact with a Report or Complaint

An employee should report claims of harassment, including making a confidential report, to any of the following: his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

An employee may also report claims using Board policy 2:260, *Uniform Grievance Procedure*. If a claim is reported using Board policy 2:260, then the Complaint Manager shall process and review the claim according to that policy, in addition to any response required by this policy.

The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

Nondiscrimination Coordinator:

Dr. Monica Schroeder, Deputy Superintendent
1936 Green Bay Rd., Highland Park, IL 60035
mschroeder@nssd112.org
224/765-3044

Complaint Managers:

Dr. Holly Colin, Assistant Superintendent
1936 Green Bay Rd., Highland Park, IL 60035
hcolin@nssd112.org
224/765-3047

Dr. Kevin Ryan, Assistant Superintendent
1936 Green Bay Rd., Highland Park, IL 60035
kryan@nssd112.org
224/765-3051

Investigation Process

Any District employee who receives a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. Any employee who fails to promptly forward a report or complaint may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain a workplace environment that is productive, respectful, and free of unlawful discrimination, including harassment.

For any report or complaint alleging sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 ([20 U.S.C. §1681 et seq.](#)), the Nondiscrimination Coordinator or designee shall consider whether action under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, should be initiated.

For any other alleged workplace harassment that does not require action under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under policy 2:260, *Uniform Grievance*

Procedure, and/or 5:120, *Employee Ethics; Conduct, and Conflict of Interest*, should be initiated, regardless of whether a written report or complaint is filed.

Reports That Involve Alleged Incidents of Sexual Abuse of a Child by School Personnel

An *alleged incident of sexual abuse* is an incident of sexual abuse of a child, as defined in [720 ILCS 5/11-9.1A\(b\)](#), that is alleged to have been perpetrated by school personnel, including a school vendor or volunteer, that occurred: on school grounds during a school activity; or outside of school grounds or not during a school activity.

Any complaint alleging an incident of sexual abuse shall be processed and reviewed according to policy 5:90, *Abused and Neglected Child Reporting*. In addition to reporting the suspected abuse, the complaint shall also be processed under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, or policy 2:260, *Uniform Grievance Procedure*.

Enforcement

A violation of this policy by an employee may result in discipline, up to and including discharge. A violation of this policy by a third party will be addressed in accordance with the authority of the Board in the context of the relationship of the third party to the District, e.g., vendor, parent, invitee, etc. Any person making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, which for an employee may be up to and including discharge.

Retaliation Prohibited

An employee's employment, compensation, or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing complaints or providing information about harassment is prohibited (see Board policy 2:260, *Uniform Grievance Procedure*), and depending upon the law governing the complaint, whistleblower protection may be available under the State Officials and Employees Ethics Act ([5 ILCS 430/](#)), the Whistleblower Act ([740 ILCS 174/](#)), and the Ill. Human Rights Act ([775 ILCS 5/](#)).

An employee should report allegations of retaliation to his/her immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, and/or a Complaint Manager.

Employees who retaliate against others for reporting or complaining of violations of this policy or for participating in the reporting or complaint process will be subject to disciplinary action, up to and including discharge.

Recourse to State and Federal Fair Employment Practice Agencies

The District encourages all employees who have information regarding violations of this policy to report the information pursuant to this policy. The following government agencies are available to assist employees: the Ill. Dept. of Human Rights and the U. S. Equal Employment Opportunity Commission.

The Superintendent shall also use reasonable measures to inform staff members, applicants, and nonemployees of this policy, which shall include posting on the District website and/or making this policy available in the District's administrative office, and including this policy in the appropriate handbooks.

LEGAL REF.:

42 U.S.C. §2000e *et seq.*, Title VII of the Civil Rights Act of 1964; 29 C.F.R. §1604.11.

20 U.S.C. §1681 *et seq.*, Title IX of the Education Amendments of 1972; 34 C.F.R. Part 106.

5 ILCS 430/70-5(a), State Officials and Employees Ethics Act.

775 ILCS 5/2-101(E) and (E-1), 5/2-102(A), (A-10), (D-5), 5/2-102(E-5), 5/2-109, 5/5-102, and 5/5-102.2, Ill. Human Rights Act.

56 Ill. Admin.Code Parts 2500, 2510, 5210, and 5220.

~~Burlington Indus. v. Ellerth, 524 U.S. 742 (1998).~~ Vance v. Ball State Univ., 570 U.S. 421 (2013). [PRESSPlus2](#)

Crawford v. Metro. Gov't of Nashville & Davidson Cnty., 555 U.S. 271 (2009).

Jackson v. Birmingham Bd. of Educ., 544 U.S. 167 (2005).

Oncale v. Sundowner Offshore Servs., 523 U.S. 75 (1998).

Burlington Indus. v. Ellerth, 524 U.S. 742 (1998).

Faragher v. City of Boca Raton, 524 U.S. 775 (1998).

Harris v. Forklift Systems, 510 U.S. 17 (1993).

Franklin v. Gwinnett Co. Public Schools, 503 U.S. 60 (1992).

Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986).

Porter v. Erie Foods Int, Inc., 576 F.3d 629 (7th Cir. 2009).

Williams v. Waste Mgmt., 361 F.3d 1021 (7th Cir. 2004).

Berry v. Delta Airlines, 260 F.3d 803 (7th Cir. 2001).

~~Crawford v. Metro. Gov't of Nashville & Davidson Cnty., 555 U.S. 271 (2009).~~

~~Faragher v. City of Boca Raton, 524 U.S. 775 (1998).~~

~~Franklin v. Gwinnett Co. Public Schools, 503 U.S. 60 (1992).~~

~~Harris v. Forklift Systems, 510 U.S. 17 (1993).~~

~~Jackson v. Birmingham Bd. of Educ., 544 U.S. 167 (2005).~~

~~Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986).~~

~~Oncale v. Sundowner Offshore Servs., 523 U.S. 75 (1998).~~

~~Porter v. Erie Foods Int, Inc., 576 F.3d 629 (7th Cir. 2009).~~

~~Sangamon Cnty. Sheriff's Dept. v. Ill. Human Rights Com'n, 233 Ill.2d 125 (Ill. 2009).~~

~~Vance v. Ball State Univ., 133 S. Ct. 2434 (2013).~~

~~Williams v. Waste Mgmt., 361 F.3d 1021 (7th Cir. 2004).~~ Sangamon Cnty. Sheriff's Dept. v. Ill. Human Rights Com'n, 233 Ill.2d 125 (Ill. 2009).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Sexual Harassment Grievance Procedure), 4:60 (Purchases and Contracts), 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:90 (Abused and Neglected Child Reporting), 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 7:20 (Harassment of Students Prohibited), 8:30 (Visitors to and Conduct on School Property)

PRESSPlus Comments

PRESSPlus 1. The Ill. Human Rights Act defines race to include traits associated with race, including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists. 775 ILCS 5/1-103(M-5), added by P.A. 102-1102, eff. 1-1-23. The law allows employers to implement dress codes or adopt grooming policies that include restrictions on attire, clothing, or facial hair to maintain workplace safety or food sanitation. 775 ILCS 5/2-102(E-5). Title VII does not have a definition of race, but U.S. Equal Employment Opportunity Commission (EEOC) guidance provides that “[r]ace discrimination includes discrimination on the basis of ancestry or physical or cultural characteristics associated with a certain race, such as skin color, hair texture or styles, or certain facial features.” See the EEOC’s *Questions and Answers about Race and Color Discrimination in Employment*, at: www.eeoc.gov/laws/guidance/questions-and-answers-about-race-and-color-discrimination-employment. **Issue 110, October 2022**

PRESSPlus 2. The Legal References are updated. **Issue 110, October 2022**

Document Status: Draft Update

5:220 Substitute Teachers

The Superintendent may employ substitute teachers as necessary to replace teachers who are temporarily absent.

A substitute teacher must hold either a valid teaching or substitute license ~~or short-term substitute license~~ and may teach in the place of a licensed teacher who is under contract with the Board. There is no limit on the number of days that a substitute teacher may teach in the District during the school year, except as follows:

1. A substitute teacher holding a substitute license may teach for any one licensed teacher under contract with the District only for a period not to exceed 120 days beginning with the 2021-2022 through the 2022-2023 school year. [PRESSPlus1](#) otherwise 90 paid school days in any one school term.
2. A teacher holding a Professional Educator License or Educator License with Stipulations may teach for any one licensed teacher under contract with the District only for a period not to exceed 120 paid school days.
3. ~~A short-term substitute teacher holding a short-term substitute teaching license may teach for any one licensed teacher under contract with the District only for a period not to exceed five consecutive school days.~~

The Ill. Teachers' Retirement System (TRS) limits a substitute teacher who is a TRS annuitant to substitute teaching for a period not to exceed 120 paid days or 600 paid hours in each school year, but not more than 100 paid days in the same classroom. Beginning July 1, 2023, a substitute teacher who is a TRS annuitant may substitute teach for a period not to exceed 100 paid days or 500 paid hours in any school year, unless the subject area is one where the Regional Superintendent has certified that a personnel shortage exists.

The Board of Education establishes a daily rate of pay for substitute teachers. Substitute teachers receive only monetary compensation for time worked and no other benefits.

Short-Term Substitute Teachers

A short-term substitute teacher must hold a valid short-term substitute teaching license and have completed the District's short-term substitute teacher training program. Unless otherwise permitted by law. [PRESSPlus2](#) s Short-term substitutes may teach no more than five consecutive school days for each licensed teacher who is under contract with the Board.

Emergency Situations

A substitute teacher may teach when no licensed teacher is under contract with the Board if the District has an emergency situation as defined in State law. During an emergency situation, a substitute teacher is limited to 30 calendar days of employment per each vacant position. The Superintendent shall notify the appropriate Regional Office of Education within five business days after the employment of a substitute teacher in an emergency situation.

LEGAL REF.:

105 ILCS 5/10-20.68, 5/21B-20(2), 5/21B-20(3), and 5/21B-20(4).

40 ILCS 5/16-118, III. Pension Code.

23 Ill.Admin.Code §1.790 (Substitute Teacher) and §25.520 (Substitute Teaching License).

CROSS REF.: 5:30 (Hiring Process and Criteria)

PRESSPlus Comments

PRESSPlus 1. Updated in response to 105 ILCS 5/21B-20(3), amended by P.A. 102-717. **Issue 110, October 2022**

PRESSPlus 2. Updated in response to 105 ILCS 5/21B-20(4), amended by P.A. 102-712, permitting short-term substitute teachers to substitute for a licensed teacher for up to 15 (rather than five) consecutive school days, if the Governor has declared a disaster due to a public health emergency, through 6-30-23. **Issue 110, October 2022**

Document Status: Draft Update

5:250 Leaves of Absence

Each of the provisions in this policy applies to all professional personnel to the extent that it does not conflict with an applicable collective bargaining agreement or individual employment contract or benefit plan; in the event of a conflict, such provision is severable and the applicable bargaining agreement or individual agreement will control.

Sick and Bereavement Leave, [PRESSPlus1](#) Sabbatical Leave, Personal Leave, Leave of Absence Without Pay, Child-Rearing Leave

Please refer to the applicable collective bargaining agreement(s).

Staff members are entitled to use up to 30 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth. Such days may be used at any time within the 12-month period following the birth of the child. Intervening periods of nonworking days or school not being in session, such as breaks and holidays, do not count towards the 30 working school days. As a condition of paying sick leave beyond the 30 working school days, the Board or Superintendent may require medical certification.

For purposes of adoption, placement for adoption, or acceptance of a child in need of foster care, paid sick leave may be used for reasons related to the formal adoption or the formal foster care process prior to taking custody of the child or accepting the child in need of foster care, and for taking custody of the child or accepting the child in need of foster care. Such leave is limited to 30 days, unless a longer leave is provided in an applicable collective bargaining agreement, and need not be used consecutively once the formal adoption or foster care process is underway. The Board or Superintendent may require that the employee provide evidence that the formal adoption or foster care process is underway.

Leave to Serve as an Election Judge

Any staff member who was appointed to serve as an election judge under State law may, after giving at least 20-days' written notice to the District, be absent without pay for the purpose of serving as an election judge. The staff member is not required to use any form of paid leave to serve as an election judge. No more than 10% of the District's employees may be absent to serve as election judges on the same Election Day.

Leaves for Service in the Military

Leaves for service in the U.S. Armed Services or any of its reserve components and the National Guard, as well as re-employment rights, will be granted in accordance with State and federal law. A professional staff member hired to replace one in military service does not acquire tenure.

General Assembly Leave

Leaves for service in the General Assembly, as well as re-employment rights, will be granted in accordance with State and federal law. A professional staff member hired to replace one in the General Assembly does not acquire tenure.

Leave for Employment in Department of Defense

The Board may grant teachers a leave of absence to accept employment in a Dept. of Defense overseas school.

School Visitation Leave

An eligible professional staff member is entitled to eight hours during any school year, no more than four hours of which may be taken on any given day, to attend school conferences, behavioral meetings, or academic meetings related to the teacher's child, if the conference or meeting cannot be scheduled during non-work hours. Professional staff members must first use all accrued vacation leave, personal leave, compensatory leave, and any other leave that may be granted to the professional staff member, except sick, and disability leave.

The Superintendent shall develop administrative procedures implementing this policy consistent with the School Visitation Rights Act.

Leaves for Victims of Domestic Violence, Sexual Violence, Gender Violence, or Other Crime of Violence

An unpaid leave from work is available to any staff member who: (1) is a victim of domestic violence, sexual violence, gender violence, or any other crime of violence or (2) has a family or household member who is a victim of such violence whose interests are not adverse to the employee as it relates to the domestic violence, sexual violence, gender violence, or any other crime of violence. The unpaid leave allows the employee to seek medical help, legal assistance, counseling, safety planning, and other assistance without suffering adverse employment action.

The Victims' Economic Security and Safety Act governs the purpose, requirements, scheduling, and continuity of benefits, and all other terms of the leave. Accordingly, if the District employs at least 50 employees, an employee is entitled to a total of 12 work weeks of unpaid leave during any 12-month period. Neither the law nor this policy creates a right for an employee to take unpaid leave that exceeds the unpaid leave time allowed under, or is in addition to the unpaid leave time permitted by, the federal Family and Medical Leave Act of 1993 ([29 U.S.C. §2601 et seq.](#)).

Leaves to Serve as an Officer or Trustee of a Specific Organization

Upon request, the Board will grant: (1) an unpaid leave of absence to an elected officer of a State or national teacher organization that represents teachers in collective bargaining negotiations, (2) twenty days of paid leave of absence per year to a trustee of the Teachers' Retirement System in accordance with [105 ILCS 5/24-6.3](#), and (3) a paid leave of absence for the local association president of a State teacher association that is an exclusive bargaining agent in the District, or his or her designee, to attend meetings, workshops, or seminars as described in [105 ILCS 5/24-6.2](#).

COVID-19 Paid Administrative Leave [PRESSPlus2](#)

During any time when the Governor has declared a disaster due to a public health emergency under 20 ILCS 3305/7, paid administrative leave is available to eligible employees if the District, State or any of its agencies, or the local health department has issued guidance, mandates, or rules related to COVID-19 that restrict an employee from being on District property for a reason outlined in State law.

For an employee to be eligible for COVID-19 paid administrative leave, the employee must be fully vaccinated against COVID-19 [PRESSPlus3](#) as defined in 105 ILCS 5/10-20.83 (final citation pending).

[Q1](#)

The employee will receive as many days of administrative leave as required to abide by the public health guidance, mandates, and requirements issued by the Ill. Dept. of Public Health, unless a longer period has been negotiated with the exclusive bargaining representative.

As a condition of being granted COVID-19 paid administrative leave, an employee shall provide all documentation necessary to substantiate the employee's eligibility for the leave, as requested by the Superintendent or designee. [PRESSPlus4](#) An employee who is on COVID-19 paid administrative leave will receive the employee's regular rate of pay; the leave will not diminish any other leave or benefits of the employee. Employees may not accrue COVID-19 paid administrative leave.

LEGAL REF.:

105 ILCS 5/10-20.83 (final citation pending), 5/24-6, 5/24-6.1, 5/24-6.2, 5/24-6.3, 5/24-13, and 5/24-13.1.

~~10 ILCS 5/13-2.5.~~

~~105 ILCS 5/24-6, 5/24-6.1, 5/24-6.2, 5/24-6.3, 5/24-13, and 5/24-13.1.~~

10 ILCS 5/13-2.5, Election Code.

330 ILCS 61/, Service Member Employment and Reemployment Rights Act.

820 ILCS 147/, School Visitation Rights Act.

820 ILCS 154/, Child Bereavement Leave Act.

820 ILCS 180/, Victims' Economic Security and Safety Act.

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:185 (Family and Medical Leave), 5:330 (Sick Days, Vacation, Holidays, and Leaves)

Questions and Answers:

***Required Question 1. Does the board require fully vaccinated employees to participate in a district COVID-19 testing program?

No. (Default)

Yes. (IASB will add "and participate in the District's COVID-19 testing program" to the end of this sentence.)

PRESSPlus Comments

PRESSPlus 1. 105 ILCS 5/24-6, amended by P.A. 102-697, requires districts to return sick leave used by a fully vaccinated teacher for a qualifying COVID-19 related reason during the 2021-2022 school year, provided the teacher was "fully vaccinated against COVID-19" by 5-10-22. The law prohibits districts from rescinding the returned sick leave in the event the definition of "fully vaccinated against COVID-19" is later updated by the Centers for Disease Control and Prevention (CDC) or the Ill. Dept. of Public Health (IDPH) to include recommended booster doses. **Issue 110, October 2022**

PRESSPlus 2. Required by 105 ILCS 5/10-20.83 (final citation pending), added by P.A. 102-697. Whether some or all of the COVID-19 related reasons listed in 105 ILCS 5/10-20.83(b) and (c) (final citation pending) apply will depend upon current health guidance and/or rules. The law requires that this leave also be provided retroactively to an employee for a qualifying reason *prior* to 4-5-22 if the employee was fully vaccinated by 5-10-22. The law prohibits districts from rescinding the paid leave if the definition of “fully vaccinated against COVID-19” is later updated by the CDC or IDPH to include recommended booster doses.

Consult the board attorney for guidance about whether the board must accommodate an employee’s religion or disability by exempting the employee from the COVID-19 vaccination prerequisite in 105 ILCS 5/10-20.83 (final citation pending), added by P.A. 102-697, and/or if the board and union may agree that this leave will extend to all unvaccinated employees. Title VII of the Civil Rights Act of 1964 requires employers to accommodate an employee’s sincere religious objection to an employer vaccination requirement unless doing so would be an “undue hardship” on the employer. 42 U.S.C §2000e(j). Similarly, the Americans with Disabilities Act requires an employer to exempt an employee with a disability (including pregnancy-related disability) from a safety-related standard, such as a vaccination requirement, unless the employee poses a *direct threat* to the health or safety of the employee or others while on the job. 29 C.F.R. §1630.2(r). See also the U.S. Equal Employment Opportunity Commission guidance document, *What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws*, at: www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws. **Issue 110, October 2022**

PRESSPlus 3. “Fully vaccinated against COVID-19” means: (1) two weeks after receiving the second dose in a two-dose series of a COVID-19 authorized for emergency use, licensed, or otherwise approved by the U.S. Food and Drug Administration (FDA), or (2) two weeks after receiving a single dose of a COVID-19 vaccine authorized for emergency use, licensed, or otherwise approved by the FDA. If the Centers for Disease Control and Prevention (CDC) later revises the definition of “fully vaccinated against COVID-19” to include booster doses, and the Ill. Dept. of Public Health (IDPH) adopts the CDC’s revised definition, then employees will have five weeks after IDPH’s action to receive a booster (if eligible) to remain eligible for COVID-19 paid administrative leave. 105 ILCS 5/10-20.83(g) (final citation pending), added by P.A. 102-697. **Issue 110, October 2022**

PRESSPlus 4. This sentence is optional. 105 ILCS 5/10-20.83(d) (final citation pending), added by P.A. 102-697. It is a best practice for boards to require appropriate documentation to verify employee eligibility for the leave benefit. **Issue 110, October 2022**

Document Status: Draft Update

5:280 Duties and Qualifications

All support staff: (1) must meet qualifications specified in job descriptions, (2) must be able to perform the essential tasks listed and/or assigned, and (3) are subject to Board of Education policies as they may be changed from time to time at the Board's sole discretion.

Paraprofessionals

Paraprofessionals provide supervised instructional support. Service as a paraprofessional requires an educator license with stipulations endorsed for a paraprofessional educator unless a specific exemption is authorized by the Illinois State Board of Education (ISBE).

Individuals with only non-instructional duties (e.g., providing technical support for computers, providing personal care services, or performing clerical duties) are not paraprofessionals, and the requirements in this section do not apply. In addition, individuals completing their clinical experiences and/or student teaching do not need to comply with this section, provided their service otherwise complies with ISBE rules.

Nonlicensed ~~certificated and Unlicensed~~ [PRESSPlus1](#) Personnel Working with Students and Performing Non-Instructional Duties

Non~~licensed~~ ~~certificated and unlicensed~~ personnel performing non-instructional duties may be used:

1. For supervising study halls, long-distance teaching reception areas used incident to instructional programs transmitted by electronic media (e.g., computers, video, and audio), detention and discipline areas, and school-sponsored extracurricular activities;
2. As supervisors, chaperones, or sponsors for non-academic school activities or for school activities connected to the academic program during any time in which the Governor has declared a disaster due to a public health emergency, in accordance with ISBE rule: [PRESSPlus2](#)
or
3. For non-teaching duties not requiring instructional judgment or student evaluation.

Nothing in this policy prevents a non~~licensed~~ ~~certificated~~ person from serving as a guest lecturer or resource person under a certificated teacher's direction and with the administration's approval.

Coaches and Athletic Trainers

Athletic coaches and trainers shall have the qualifications required by any association in which the School District maintains a membership. Regardless of whether the athletic activity is governed by an association, the Superintendent or designee shall ensure that each athletic coach: (1) is knowledgeable regarding coaching principles, (2) has first aid training, and (3) is a trained Automated External Defibrillator user according to rules adopted by the Illinois Department of Public Health. Anyone performing athletic training services shall be licensed under the Illinois Athletic Trainers Practice Act, be an athletic trainer aide performing care activities under the on-site supervision of a licensed athletic trainer, or otherwise be qualified to perform athletic trainer activities under State law.

Bus Drivers

All school bus drivers must have a valid school bus driver permit. The Superintendent or designee shall inform the Illinois Secretary of State, within 30 days of being informed by a school bus driver, that the bus driver permit holder has been called to active duty. New bus drivers and bus drivers who are returning from a lapse in their employment are subject to the requirements contained in Board policy 5:30, *Hiring Process and Criteria* and Board policy 5:285, *Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers*.

LEGAL REF.:

34 C.F.R. §200.58.

105 ILCS 5/10-22.34, 5/10-22.34a, and 5/10-22.34b.

625 ILCS 5/6-104 and 5/6-106.1, [Ill. Vehicle Code](#).

23 Ill.Admin.Code §§1.280, 1.630, and 25.510.

CROSS REF.: 4:110 (Transportation), 4:170 (Safety), 5:30 (Hiring Process and Criteria), 5:35 (Compliance with the Fair Labor Standards Act), 5:285 (Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers), 6:250 (Community Resource Persons and Volunteers)

PRESSPlus Comments

PRESSPlus 1. Updated in response to 23 Ill.Admin.Code §1.630(c), amended at 45 Ill.Reg. 9446. **Issue 110, October 2022**

PRESSPlus 2. Updated in response to 23 Ill.Admin.Code §1.630(c), amended at 45 Ill.Reg. 9446 by P.A 102-894. **Issue 110, October 2022**

Document Status: Draft Update

5:320 Evaluation

~~Please refer to the NSSSA Collective Bargaining Agreement.~~

~~For employees not covered by a current applicable bargaining agreement:~~

The Superintendent is responsible for designing and implementing a program for evaluating the job performance of each educational support staff member according to standards contained in Board of Education policies as well as in compliance with State law and any applicable employee handbook. [PRESSPlus1](#)

Please refer to the NSSSA Collective Bargaining Agreement.

For employees not covered by a current applicable bargaining agreement:

The standards for the evaluation program shall include, but not be limited to:

1. Each employee shall be evaluated annually, preferably before the annual salary review.
2. The direct supervisor shall provide input.
3. The employee's work quality, promptness, attendance, reliability, conduct, judgment, and cooperation shall be considered.
4. The employee shall receive a copy of the annual evaluation.
5. All evaluations shall comply with State and federal law and any applicable employee handbook.

CROSS REF.: 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:150 (Personnel Records)

PRESSPlus Comments

PRESSPlus 1. Updated in response to a Policy Reference Manual (PRM) five-year review. **Issue 110, October 2022**

Document Status: Draft Update

5:330 Sick Days, Vacation, Holidays, and Leaves

Each of the provisions in this policy applies to all educational support personnel to the extent that it does not conflict with an applicable collective bargaining agreement, individual employment contract, at-will employment statement or benefit plan; in the event of a conflict, such provision is severable and the applicable bargaining agreement or individual agreement will control.

Sick and Bereavement Leave [PRESSPlus1](#)

Please refer to the applicable NSSSA Collective Bargaining Agreements or At-Will Employment Statement.

For employees not covered by the NSSSA Collective Bargaining Agreement or At-Will Employment Statement:

Full or part-time educational support personnel who work at least 600 hours per year receive 10 paid sick leave days per year. Part-time employees will receive sick leave pay equivalent to their regular workday. Unused sick leave shall accumulate to a maximum of 180 days, including the leave of the current year.

Sick leave is defined in State law as personal illness, [mental or behavioral complications](#), [PRESSPlus2](#) quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, placement for adoption, or the acceptance of a child in need of foster care. The Superintendent [and/or](#) designee shall monitor the use of sick leave.

As a condition for paying sick leave after three days absence for personal illness or as the Board or Superintendent deem necessary in other cases, the Board or Superintendent may require that the staff member provide a certificate from: (1) a physician licensed in Illinois to practice medicine and surgery in all its branches, [\(2\) a mental health professional licensed in Illinois providing ongoing care or treatment to the staff member](#), [\(3\) a chiropractic physician licensed under the Medical Practice Act](#), [\(4\) a licensed advanced practice registered nurse](#), [\(5\) a licensed physician assistant who has been delegated the authority to perform health examinations by his or her supervising physician](#), or [\(6\) if the treatment is by prayer or spiritual means, a spiritual adviser or practitioner of the employee's faith](#). If the Board or Superintendent requires a certificate during a leave of less than three days for personal illness, the District shall pay the expenses incurred by the employee.

Employees are entitled to use up to 30 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth. Such days may be used at any time within the 12-month period following the birth of the child. Intervening periods of nonworking days or school not being in session, such as breaks and holidays, do not count towards the 30 working school days. As a condition of paying sick leave beyond the 30 working school days, the Board or the Superintendent may require medical certification.

For purposes of adoption, placement for adoption, or acceptance of a child in need of foster care, paid sick leave may be used for reasons related to the formal adoption or the formal foster care process prior to taking custody of the child or accepting the child in need of foster care, and for taking custody of the child or accepting the child in need to foster care. Such leave is limited to 30 days,

unless a longer leave is provided in an applicable collective bargaining agreement, and need not be used consecutively once the formal adoption or foster care process is underway. The Board or Superintendent may require that the employee provide evidence that the formal adoption or foster care process is underway.

Vacation

Please refer to the NSSSA Collective Bargaining Agreement or At-Will Employment Statement.

For employees not covered by the NSSSA Collective Bargaining Agreement or At-Will Employment Statement:

Twelve-month employees shall be eligible for paid vacation days according to the following schedule:

<u>Length of Employment</u>		<u>Monthly Accumulation</u>	<u>Maximum Vacation Leave Earned Per Year</u>
<u>From:</u>	<u>To:</u>		
Beginning of year 2	End of year 5	0.83 Days	10 Days per year
Beginning of year 6	End of year 15	1.25 Days	15 Days per year
Beginning of year 16	End of year	1.67 Days	20 Days per year

Part-time employees who work at least half-time are entitled to vacation days on the same basis as full-time employees, but the pay will be based on the employee's average number of part-time hours per week during the last vacation accrual year. The Superintendent will determine the procedure for requesting vacation.

Vacation days earned in one fiscal year must be used by the end of the following fiscal year; they do not accumulate. Employees resigning or whose employment is terminated are entitled to the monetary equivalent of all earned vacation.

Holidays

Please refer to the NSSSA Collective Bargaining Agreement or At-Will Employment Statement.

For employees not covered by the NSSSA Collective Bargaining Agreement or At-Will Employment Statement:

Unless the District has a waiver or modification of the School Code pursuant to [Section 2-3.25g](#) or [24-2\(b\)](#) allowing it to schedule school on a legal school holiday listed below, District employees will not be required to work on:

New Year's Day	Labor Day
Martin Luther King Jr.'s Birthday	Columbus Day
Abraham Lincoln's Birthday	Veterans Day
Casimir Pulaski's Birthday	2022 Election Day

Memorial Day

Thanksgiving Day

Juneteenth National Freedom Day

Christmas Day

Independence Day

A holiday will not cause a deduction from an employee's time or compensation. The District may require educational support personnel to work on a school holiday during an emergency or for the continued operation and maintenance of facilities or property.

Personal Leave

Please refer to the NSSSA Collective Bargaining Agreement or At-Will Employment Statement.

For employees not covered by the NSSSA bargaining agreement or at-will employment statement:

Full-time educational support personnel have one paid personal leave day per year. The use of a personal day is subject to the following conditions:

1. Except in cases of emergency or unavoidable situations, a personal leave request should be submitted to the Building Principal three days before the requested date.
2. No personal leave day may be used immediately before or immediately after a holiday, or during the first and/or last five days of the school year, unless the Superintendent grants prior approval.
3. Personal leave may not be used in increments of less than one-half day.
4. Personal leave is subject to any necessary replacement's availability.
5. Personal leave may not be used on an in-service training day and/or institute training days.
6. Personal leave may not be used when the employee's absence would create an undue hardship.

Leave to Serve as a Trustee of the Ill. Municipal Retirement Fund

Upon request, the Board will grant 20 days of paid leave of absence per year to a trustee of the Ill. Municipal Retirement Fund in accordance with ~~105 ILCS 5/24-6.3~~ State law.

Other Leaves

Educational support personnel receive the following leaves on the same terms and conditions granted professional personnel in Board policy 5:250, *Leaves of Absence*:

1. Leave for Service in the Military.
2. Leave for Service in the General Assembly.
3. School Visitation Leave.
4. Leaves for Victims of Domestic Violence, Sexual Violence, Gender Violence, or Other Crime of Violence.
5. Family Child Bereavement Leave. [PRESSPlus3](#)
6. Leave to serve as an election judge.
7. COVID-19 Paid Administrative Leave. [PRESSPlus4](#)

LEGAL REF.:

105 ILCS 5/10-20.7b, 5/10-20.83 (final citation pending), 5/24-2, ~~and 5/24-6~~, and 5/24-6.3.

10 ILCS 5/13-2.5, Election Code.

330 ILCS 61/, Service Member Employment and Reemployment Rights Act.

820 ILCS 147, School Visitation Rights Act.

820 ILCS 154/, Child Bereavement Leave Act.

820 ILCS 180/, Victims' Economic Security and Safety Act.

School Dist. 151 v. ISBE, 154 Ill.App.3d 375 (1st Dist. 1987); Elder v. Sch. Dist. No.127 1/2, 60 Ill.App.2d 56 (1st Dist. 1965).

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:185 (Family and Medical Leave), 5:250 (Leaves of Absence)

PRESSPlus Comments

PRESSPlus 1. 105 ILCS 5/24-6, amended by P.A. 102-697, requires districts to return sick leave used by a fully vaccinated teacher for a qualifying COVID-19 related reason during the 2021-2022 school year, provided the teacher was "fully vaccinated against COVID-19" by 5-10-22. The law prohibits districts from rescinding the returned sick leave in the event the definition of "fully vaccinated against COVID-19" is later updated by the Centers for Disease Control and Prevention (CDC) or the Ill. Dept. of Public Health (IDPH) to include recommended booster doses. **Issue 110, October 2022**

PRESSPlus 2. Updated in response to 105 ILCS 5/24-6, amended by P.A. 102-866. **Issue 110, October 2022**

PRESSPlus 3. Updated in response to the Family Child Bereavement Act, 820 ILCS 154/, amended by P.A. 102-1050, eff. 1-1-23. **Issue 110, October 2022**

PRESSPlus 4. Required by 105 ILCS 5/10-20.83 (final citation pending), added by P.A. 102-697. **Issue 110, October 2022**

Document Status: Draft Update

6:15 School Accountability

According to the Illinois General Assembly, the primary purpose of schooling is the transmission of knowledge and culture through which students learn in areas necessary to their continuing development and entry into the world of work. To fulfill that purpose, the Illinois State Board of Education prepared *State Goals for Learning* ~~with accompanying Illinois~~ [and PRESSPlus1 Learning Standards](#).

The Board of Education gives priority in the allocation of resources, including funds, time, personnel, and facilities, to fulfilling this purpose.

Quality Assurance

The Board continuously monitors student achievement and the quality of the District's work. The Superintendent shall supervise the following quality assurance components, in accordance with State law and Illinois State Board of Education (ISBE) rules, and continuously keep the Board informed:

1. Prepare each school's annual recognition application and quality assurance appraisal, whether internal or external, to assess each school's continuous school improvement.
2. Continuously assess the District's and each school's overall performance in terms of both academic success and equity. This includes, without limitation, a thorough analysis of ISBE's balanced accountability measure and each school's Multiple Measure Index and corresponding Annual Measurable Objective provided by ISBE.
3. If applicable, develop District and School Improvement Plans, present them for Board approval, and supervise their implementation.
4. Prepare a school report card, present it at a regular Board meeting, and disseminate it as provided in State law.
5. In accordance with [Sec. 2-3.153 of the School Code](#), administer at least biennially a survey of learning conditions on the instructional environment within the school to, at minimum, students in grades 6 through 8 and teachers.

LEGAL REF.:

[105 ILCS 5/2-3.25](#), [5/2-3.25a](#), [5/2-3.25b](#), [5/2-3.25c](#), [5/2-3.25d](#), [5/2-3.25d-5](#), [5/2-3.25e-5](#), [5/2-3.25f](#), [5/2-3.25f-5](#), [5/2-3.63](#), [5/2-3.64a-5](#), [5/10-17a](#), [5/10-21.3a](#), and [5/27-1](#).

[23 Ill.Admin.Code Part 1](#), Subpart A: Recognition Requirements.

CROSS REF.: 6:170 (Title I Programs), 6:340 (Student Testing and Assessment Program), 7:10 (Equal Educational Opportunities)

ADOPTED: June 11, 2019

PRESSPlus Comments

PRESSPlus 1. Updated in response to 23 Ill.Admin.Code §1, Appendix D, amended at 45 Ill.Reg. 13180. **Issue 110, October 2022**

Document Status: Draft Update

6:20 School Year Calendar and Day

School Calendar

The Board of Education, upon the Superintendent's recommendation and subject to State regulations and applicable collective bargaining agreement/s, annually establishes the dates for opening and closing classes, teacher institutes and in-services, the length and dates of vacations, and the days designated as legal school holidays.

Commemorative Holidays

The teachers and students shall devote a portion of the school day on each commemorative holiday designated in the School Code to study and honor the commemorated person or occasion. The Board may, from time to time, designate a regular school day as a commemorative holiday.

School Day

The Board establishes the length of the school day with the recommendation of the Superintendent and subject to State law requirements. The Superintendent or designee shall ensure that observances required by State law are followed during each day of school attendance.

LEGAL REF.:

105 ILCS 5/10-19, 5/10-19.05, 5/10-20.56, 5/10-20.4.46, 5/10-30, 5/18-12, 5/18-12.5, 5/24-2, 5/27-3, 5/27-18, 5/27-19, 5/27-20, 5/27-20.1, and 5/27-20.2, ~~and 20/1~~. [PRESSPlus1](#)

10 ILCS 5/11-4.1, Election Code.

5 ILCS 490/, State Commemorative Dates Act.

23 Ill.Admin.Code §1.420(f).

Metzl v. Leininger, 850 F.Supp. 740 (N.D. Ill. 1994), *aff'd* by 57 F.3d 618 (7th Cir. 1995).

CROSS REF.: 2:20 (Powers and Duties of the School Board; Indemnification), 4:180 (Pandemic Preparedness; Management; and Recovery), 5:200 (Terms and Conditions of Employment and Dismissal), 5:330 (Sick Days, Vacation, Holidays, and Leaves), 6:60 (Curriculum Content), 6:70 (Teaching About Religions), 7:90 (Release During School Hours)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 110, October 2022**

Document Status: Draft Update

6:50 School Wellness

Student wellness, including good nutrition and physical activity, shall be promoted in the District's educational program, school-based activities, and meal programs. This policy shall be interpreted consistently with Section 204 of the Child Nutrition and WIC Reauthorization Act of 2004 and the Healthy Hunger-Free Kids Act of 2010 (HHFKA).

The Superintendent will ensure:

1. Each school building complies with this policy;
2. The policy is available to the community on an annual basis through copies of or online access to the Board Policy Manual; and
3. The community is informed about the progress of this policy's implementation.

Goals for Nutrition Education and Nutrition Promotion

The goals for addressing nutrition education and nutrition promotion include the following:

- Schools will support and promote sound nutrition for students.
- Schools will foster the positive relationship between sound nutrition, physical activity, and the capacity of students to develop and learn.
- Nutrition education will be part of the District's comprehensive health education curriculum. See Board policy 6:60, *Curriculum Content*.

Goals for Physical Activity

The goals for addressing physical activity include the following:

- Schools will support and promote an active lifestyle for students.
- Physical education will be taught in all grades and shall include a developmentally planned and sequential curriculum that fosters the development of movement skills, enhances health-related fitness, increases students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy lifestyle. See policies 6:60, *Curriculum Content* and 7:260, *Exemption from Physical Education*.
- During the school day, all students will be required to engage in a daily physical education course, unless otherwise exempted. See policies 6:60, *Curriculum Content* and 7:260, *Exemption from Physical Education*.
- The curriculum will be consistent with and incorporate relevant *Illinois Learning Standards for Physical Development and Health* as established by the Ill. State Board of Education (ISBE).

Nutrition Guidelines for Foods Available During the School Day; Marketing Prohibited

Students will be offered and schools will promote nutritious food and beverage choices during the school day that are consistent with Board policy 4:120, *Food Services* (requiring compliance with the

nutrition standards specified in the U.S. Dept. of Agriculture's (USDA) *Smart Snacks* rules).

In addition, in order to promote student health and reduce childhood obesity, the Superintendent or designee shall:

1. Restrict the sale of *competitive foods*, as defined by the USDA, in the food service areas during meal periods;
2. Comply with all ISBE rules; and
3. Prohibit marketing during the school day of foods and beverages that do not meet the standards listed in Board policy 4:120, *Food Services*, i.e., in-school marketing of food and beverage items must meet *competitive foods* standards.

Competitive foods standards do not apply to foods and beverages available, but not sold in school during the school day; e.g., brown bag lunches, foods for classroom parties, school celebrations, and reward incentives.

Exempted Fundraising Day (EFD) Requests

All food and beverages sold to students on the school campuses of participating schools during the school day must comply with the "general nutrition standards for competitive foods" specified in federal law.

ISBE rules prohibit EFDs for grades 8 and below in participating schools.

Guidelines for Reimbursable School Meals

Reimbursable school meals served shall meet, at a minimum, the nutrition requirements and regulations for the National School Lunch Program and/or School Breakfast Program.

Unused Food Sharing Plan

In collaboration with the District's local health department, the Superintendent or designee will:

1. Develop and support a food sharing plan (Plan) for unused food that is focused on needy students.
2. Implement the Plan throughout the District.
3. Ensure the Plan complies with the Richard B. Russell National School Lunch Act, as well as accompanying guidance from the U.S. Department of Agriculture on the Food Donation Program.
4. Ensure that any leftover food items are properly donated to combat potential food insecurity in the District's community. *Properly* means in accordance with all federal regulations and State and local health and sanitation codes.

Monitoring

At least every three years, the Superintendent shall provide implementation data and/or reports to the Board concerning this policy's implementation sufficient to allow the Board to monitor and adjust the policy (a triennial report). This triennial report must include without limitation each of the following:

- An assessment of the District's implementation of the policy
- The extent to which schools in the District are in compliance with the policy
- The extent to which the policy compares to model local school wellness policies

- A description of the progress made in attaining the goals of the policy
- How the District will make the results of the assessment available to the public
- Where the District will retain records of the assessment

The Board will monitor and adjust the policy pursuant to policy 2:240, *Board Policy Development*.

Community Involvement

The Board and Superintendent will actively invite suggestions and comments concerning the development, implementation, periodic reviews, and updates of the school wellness policy from parents, students, representatives of the school food authority, teachers of physical education, school health professionals, the board of education, school administrators, and the community. Community involvement methods shall align their suggestions and comments to policy 2:140, *Communications To and From the Board* and/or the **Community Engagement** subhead in policy 8:10, *Connection with the Community*.

Recordkeeping

The Superintendent shall retain records to document compliance with this policy, the District's records retention protocols, and the Local Records Act.

LEGAL REF.:

[Pub. L. 108-265](#), Sec. 204, Child Nutrition and WIC Reauthorization Act of 2004.

[42 U.S.C. §1771](#) *et seq.*, Child Nutrition Act of 1966.

[42 U.S.C. §1751](#) *et seq.*, National School Lunch Act.

[42 U.S.C. §1758b](#), [Pub. L. 111-296](#), Healthy, Hunger-Free Kids Act of 2010.

[42 U.S.C. §1779](#), as implemented by [7 C.F.R. §§210.11](#) and [210.31](#).

50 ILCS 205/, Local Records Act.

105 ILCS 5/2-3.139 and 5/2-3.189. [PRESSPlus1](#)

[23 Ill.Admin.Code Part 305](#), Food Program.

ISBE's *School Wellness Policy* Goal, adopted Oct. 2007.

CROSS REF.: 2:140 (Communications To and From the Board), 2:150 (Committees), 2:240 (Board Policy Development), 4:120 (Food Services), 5:100 (Staff Development Program), 6:60 (Curriculum Content), 7:260 (Exemption from Physical Education), 8:10 (Connection with the Community)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 110, October 2022**

Document Status: Draft Update

6:60 Curriculum Content

The curriculum shall contain instruction on subjects required by State statute or regulation as follows:

1. In kindergarten through grade 8, subjects include: (a) language arts, (b) reading, (c) other communication skills, (d) science, (e) mathematics, (f) social studies, (g) art, (h) music, and (i) drug and substance abuse prevention including the dangers of opioid abuse. A reading opportunity of 60 minutes per day will be promoted for all students in kindergarten through grade 3 whose reading levels are one grade level or more lower than their current grade level. Daily time of at least 30 minutes (with a minimum of at least 15 consecutive minutes if divided) will be provided for supervised, unstructured, child-directed play for all students in kindergarten through grade 5. Before the completion of grade 5, students will be offered at least one unit of cursive instruction. In grades 6, 7, or 8, students must receive at least one semester of civics education in accordance with Illinois Learning Standards for social science.
2. In grades 7 and 8, as well as in interscholastic athletic programs, steroid abuse prevention must be taught.
3. In kindergarten through grade 8, provided it can be funded by private grants or the federal government, violence prevention and conflict resolution must be stressed, including: (a) causes of conflict, (b) consequences of violent behavior, (c) non-violent resolution, and (d) relationships between drugs, alcohol, and violence. In addition, anti-bias education and intergroup conflict resolution may be taught as an effective method for preventing violence and lessening tensions in schools; these prevention methods are most effective when they are respectful of individuals and their divergent viewpoints and religious beliefs, which are protected by the First Amendment to the Constitution of the United States.
4. In grades kindergarten through 8, age-appropriate Internet safety must be taught, the scope of which shall be determined by the Superintendent or designee. The curriculum must incorporate policy 6:235, *Access to Electronic Networks* and, at a minimum, include: (a) education about appropriate online behavior, (b) interacting with other individuals on social networking websites and in chat rooms, and (c) cyberbullying awareness and response.
5. In all grades, students must receive developmentally appropriate opportunities to gain computer literacy skills that are embedded in the curriculum.
6. In all grades, character education must be taught including respect, responsibility, fairness, caring, trustworthiness, and citizenship in order to raise students' honesty, kindness, justice, discipline, respect for others, and moral courage. Instruction in all grades will include examples of behaviors that violate policy 7:180, *Prevention of and Response to Bullying, Intimidation, and Harassment*.
7. In all schools, citizenship values must be taught, including: (a) American patriotism, (b) principles of representative government (the American Declaration of Independence, the Constitution of the United States of America and the Constitution of the State of Illinois), (c) proper use and display of the American flag, (d) the Pledge of Allegiance, and (e) the voting process.
8. In all grades, physical education must be taught including a developmentally planned and sequential curriculum that fosters the development of movement skills, enhances health-related fitness, increases students' knowledge, offers direct opportunities to learn how to work cooperatively in a group setting, and encourages healthy habits and attitudes for a healthy

lifestyle. Unless otherwise exempted, all students are required to engage with such frequency as determined by the Board, but at a minimum of three days per five-day week, during the school day, except on block scheduled days, in a physical education course. For exemptions and substitutions, see policy 7:260, *Exemption from Physical Education*.

9. In all schools, health education must be stressed, including: (a) proper nutrition, (b) physical fitness, (c) components necessary to develop a sound mind in a healthy body, (d) dangers and avoidance of abduction, and (e) age-appropriate and evidence-informed sexual abuse and assault awareness and prevention education in all grades. The Superintendent shall implement a comprehensive health education program in accordance with State law.
10. In all schools, career/vocational education must be taught, including: (a) the importance of work, (b) the development of basic skills to enter the world of work and/or continue formal education, (c) good work habits and values, (d) the relationship between learning and work, and (e) if possible, a student work program that provides the student with work experience as an extension of the regular classroom. A career awareness and exploration program must be available at all grade levels.
11. In all schools, conservation of natural resources must be taught, including: (a) home ecology, (b) endangered species, (c) threats to the environment, and (d) the importance of the environment to life as we know it.
12. In all schools, United States (U.S.) history must be taught, including: (a) the principles of representative government, (b) the Constitutions of the U.S. and Illinois, (c) the role of the U.S. in world affairs, (d) the role of labor unions, (e) the role and contributions of ethnic groups, including but not limited to, the African Americans, Albanians, Asian Americans, Bohemians, Czechs, French, Germans, Hispanics (including the events related to the forceful removal and illegal deportation of Mexican-American U.S. citizens during the Great Depression), Hungarians, Irish, Italians, Lithuanians, Polish, Russians, Scots, and Slovaks in the history of this country and State, (f) a study of the roles and contributions of lesbian, gay, bisexual, and transgender (LGBT) people in the history of the U.S. and Illinois, (g) Illinois history, and (h) the contributions made to society by Americans of different faith practices, including, but not limited to, Muslim Americans, Jewish Americans, Christian Americans, Hindu Americans, Sikh Americans, Buddhist Americans, and any other collective community of faith that has shaped America.

In addition, all schools shall hold an educational program on the United States Constitution on Constitution Day, each September 17, commemorating the September 17, 1787 signing of the Constitution. However, when September 17 falls on a Saturday, Sunday, or holiday, Constitution Day shall be held during the preceding or following week.

13. In grade 7, students must view a Congressional Medal of Honor film made by the Congressional Medal of Honor Foundation, provided there is no cost for the film.
14. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on the Holocaust and crimes of genocide, including Nazi atrocities of 1933-1945, Armenian Genocide, the Famine-Genocide in Ukraine, and more recent atrocities in Cambodia, Bosnia, Rwanda, and Sudan.
15. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on the history, struggles, and contributions of women.
16. In all schools, the curriculum includes instruction as determined by the Superintendent or designee on Black History, including the history of the pre-enslavement of Black people from 3,000 BCE to AD 1619, the African slave trade, slavery in America, the study of the reasons why Black people came to be enslaved, the vestiges of slavery in this country, the study of the American civil rights renaissance, as well as the struggles and contributions of African-Americans.
17. In all schools, instruction during courses as determined by the Superintendent or designee on

disability history, awareness, and the disability rights movement.

18. Beginning in the fall of 2022, in all schools, instruction as determined by the Superintendent or designee on the events of Asian American history, including the history of Asian Americans in Illinois and the Midwest, as well as the contributions of Asian Americans toward advancing civil rights from the 19th century onward, which must include the contributions made by individual Asian Americans in government and the arts, humanities, and sciences, as well as the contributions of Asian American communities to the economic, cultural, social, and political development of the United States.
19. In kindergarten through grade 8, education must be available to students concerning effective methods of preventing and avoiding traffic injuries related to walking and bicycling.

LEGAL REF.:

Pub. L. No. 108-447, Section 111 of Division J, Consolidated Appropriations Act of 2005.

Pub. L. No. 110-385, Title II, 122 stat. 4096 (2008), Protecting Children in the 21st Century Act.

47 C.F.R. §54.520.

5 ILCS 465/3 and 465/3a.

20 ILCS 2605/2605-480.

105 ILCS 5/2-3.80(e) and (f), 5/10-20.73-79 (final citation pending), 5/10-23.13, 5/27-3, 5/27-3.5, 5/27-5, 5/27-6, 5/27-6.5, 5/27-7, 5/27-12, 5/27-12.1, 5/27-13.1, 5/27-13.2, 5/27-20.08, 5/27-20.3, 5/27-20.4, 5/27-20.5, 5/27-20.7, 5/27-20.8, 5/27-21, 5/27-22, 5/27-23.3, 5/27-23.4, 5/27-23.7, 5/27-23.8, 5/27-23.10, 5/27-23.11, 5/27-23.15, 5/27-23.16, 5/27-24.1, and 5/27-24.2. [PRESSPlus1](#)

105 ILCS 110/3, Comprehensive Health Education Program.

105 ILCS 435/, Vocational Education Act.

625 ILCS 5/6-408.5, Ill. Vehicle Code.

23 Ill.Admin.Code §§1.420, 1.425, 1.430, and 1.440.

CROSS REF.: 4:165 (Awareness and Prevention of Child Sex Abuse and Grooming Behaviors), 6:20 (School Year Calendar and Day), 6:40 (Curriculum Development), 6:70 (Teaching About Religions), 6:235 (Access to Electronic Networks), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:260 (Exemption from Physical Education)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 110, October 2022**

Document Status: Draft Update

6:65 Student Social and Emotional Development

Social and emotional learning (SEL) is defined as the process through which students enhance their ability to integrate thinking, feeling, and behaving to achieve important life tasks. Students competent in SEL are able to recognize and manage their emotions, establish healthy relationships, set positive goals, meet personal and social needs, and make responsible and ethical decisions.

The Superintendent shall incorporate SEL into the District's curriculum and other educational programs consistent with the District's mission and the goals and benchmarks of the Ill. Learning Standards. The Ill. Learning Standards include three goals for students:

1. Develop self-awareness and self-management skills to achieve school and life success.
2. Use social-awareness and interpersonal skills to establish and maintain positive relationships.
3. Demonstrate decision-making skills and responsible behaviors in personal, school, and community contexts.

The incorporation of SEL objectives into the District's curriculum and other educational programs may include but is not limited to:

1. Classroom and school-wide programming to foster a safe, supportive learning environment where students feel respected and valued. This may include incorporating scientifically based, age-and-culturally appropriate classroom instruction, District-wide, and school-wide strategies that teach SEL skills, promote optimal mental health, and prevent risk behaviors for all students.
2. Staff development and training to promote students' SEL development. This may include providing all personnel with age-appropriate academic and SEL and how to promote it.
3. Parent/Guardian and family involvement to promote students' SEL development. This may include providing parents/guardians and families with learning opportunities related to the importance of their children's optimal SEL development and ways to enhance it.
4. Community partnerships to promote students' SEL development. This may include establishing partnerships with diverse community agencies and organizations to assure a coordinated approach to addressing children's mental health and SEL development.
5. Early identification and intervention to enhance students' school readiness, academic success, and use of good citizenship skills. This may include development of a system and procedures for periodic and universal screening, assessment, and early intervention for students who have significant risk factors for social, emotional, or mental health conditions that impact learning.
6. Treatment to prevent or minimize mental health conditions in students. This may include building and strengthening referral and follow-up procedures for providing effective clinical services for students with social, emotional, and mental health conditions that impact learning. This may include student and family support services, school-based behavioral health services, and school-community linked services and supports.
7. Assessment and accountability for teaching SEL skills to all students. This may include implementation of a process to assess and report baseline information and ongoing progress about school climate, students' social and emotional development, and academic performance.

LEGAL REF.:

Children's Mental Health Act of 2003, 405 ILCS 49/. [PRESSPlus1](#)

CROSS REF.: 1:30, (School District Philosophy), 6:10 (Educational Philosophy and Objectives), 6:40 (Curriculum Development), 6:60 (Curriculum Content), 6:270 (Guidance and Counseling Program), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:250 (Student Support Services)

~~ADOPTED: June 11, 2019~~

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 110, October 2022**

Document Status: Draft Update

6:250 Community Resource Persons and Volunteers

The Board of Education encourages the use of resource persons and volunteers to: (1) increase students' educational attainment; (2) provide enrichment experiences for students; (3) increase the effective utilization of staff time and skills; (4) give more individual attention to students; and (5) promote greater community involvement.

Resource persons and volunteers may be used:

1. For non-teaching duties not requiring instructional judgment or evaluation of students;
2. For supervising study halls, long distance teaching reception areas used incident to instructional programs transmitted by electronic media (such as computers, video, and audio), detention and discipline areas, and school-sponsored extracurricular activities;
3. To assist with academic programs under a ~~certificated~~ licensed [PRESSPlus1](#) teacher's immediate supervision;
4. To assist in times of violence or other traumatic incidents within the District by providing crisis intervention services to lessen the effects of emotional trauma on staff, students, and the community, provided the volunteer meets the qualifications established by the Ill. School Crisis Assistance Team Steering Committee;
5. As a guest lecturer or resource person under a ~~certificated~~ licensed teacher's direction and with the administration's approval; or
6. As supervisors, chaperones, or sponsors for non-academic school activities.

The Superintendent shall follow Board policy 4:175, *Convicted Child Sex Offender; Screening; Notifications*, to establish procedures for securing and screening resource persons and volunteers. A person who is a *sex offender*, as defined by the Sex Offender Registration Act, or a *violent offender against youth*, as defined in the Murderer and Violent Offender Against Youth Registration Act, is prohibited from being a resource person or volunteer. All volunteer coaches must comply with the requirement to report hazing in policy 5:90, *Abused and Neglected Child Reporting*.

LEGAL REF.:

[105 ILCS 5/10-22.34](#), [5/10-22.34a](#), and [5/10-22.34b](#).

[720 ILCS 5/12C-50.1](#), Failure to Report Hazing.

[730 ILCS 150/1](#) *et seq.*, Sex Offender Registration Act.

[730 ILCS 152/101](#) *et seq.*, Sex Offender Community Notification Law.

[730 ILCS 154/75](#) *et seq.*, Murderer and Violent Offender Against Youth Community Notification Law.

[730 ILCS 154/101](#) *et seq.*, Murderer and Violent Offender Against Youth Registration Act.

CROSS REF.: 4:170 (Safety), 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:90 (Abused and Neglected Child Reporting), 5:280 (Duties and Qualifications), 8:30 (Visitors to and

Conduct on School Property), 8:95 (Parental Involvement)

~~ADOPTED: June 11, 2019~~

PRESSPlus Comments

PRESSPlus 1. Updated throughout in response to 105 ILCS 5/10-22.34, 5/10-22.34a, and 5/10-22.34b, amended by P.A. 102-894. **Issue 110, October 2022**

Document Status: Draft Update

6:255 Assemblies and Ceremonies

Assemblies must be approved by the Superintendent or designee and be consistent with the District's educational objectives.

While ~~the~~ the District respects an individual's brief, quiet, personal religious observance(s), [PRESSPlus1](#) it shall not endorse or otherwise promote invocations, benedictions, and group prayers at any school assembly, ceremony, or other school-sponsored activity.

LEGAL REF.:

Lee v. Weisman, 505 U.S. 577 (1992).

Santa Fe Independent Sch. Dist. v. Doe, 530 U.S. 290 (2000).

Kennedy v. Bremerton Sch. Dist., 142 S.Ct. 2407 (2022).

Jones v. Clear Creek Independent Sch. Dist., 930 F.2d 416 (5th Cir. 1991), *cert. granted, judgement vacated*, 505 U.S. 1215 (1992), *remand*, 977 F.2d 963, *reh'g denied*, 983 F.2d 234 (5th Cir. 1992), and *cert. denied*, 508 U.S. 967 (1993).

CROSS REF.: 6:70 (Teaching About Religion), 6:80 (Teaching About Controversial Issues)

PRESSPlus Comments

PRESSPlus 1. Updated in response to Kennedy v. Bremerton Sch. Dist., 142 S.Ct. 2407 (2022), where the Supreme Court held that a football coach had a right to pray on the 50-yard line after games, even though still on duty, because he was engaged in a "brief, quiet, personal religious observance doubly protected by the Free Exercise and Free Speech Clauses of the First Amendment." Consult the board attorney if considering a policy or practice of prohibiting employees from engaging in private prayer in the presence of students. **Issue 110, October 2022**

Document Status: Draft Update

6:260 Complaints About Curriculum, Instructional Materials, and Programs

Parents/guardians have the right to inspect any instructional material used as part of their child's educational curriculum pursuant to Board of Education policy 7:15, *Student and Family Privacy Rights*.

~~Persons~~ Parents/guardians, employees, and community members ^{PRESSPlus1} who believe that curriculum, instructional materials, or programs violate rights guaranteed by any law or Board policy ~~should~~ may file a complaint using Board policy 2:260, *Uniform Grievance Procedure*.

~~Persons~~ Parents/guardians, employees, and community members with ~~all~~ other suggestions or complaints about curriculum, instructional materials, or programs should complete a *Curriculum Objection Form*. A parent/guardian may request that his/her child be exempt from using a particular instructional material or program by completing a *Curriculum Objection Form*. The Superintendent or designee shall establish criteria for the review of objections and inform the parent/guardian, employee, or community member, as applicable, of the District's decision. ^{PRESSPlus2}

LEGAL REF.:

[20 U.S.C. §1232h](#), Protection of Pupil Rights Amendment.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 7:15 (Student and Family Privacy Rights), 8:110 (Public Suggestions and Concerns)

PRESSPlus Comments

PRESSPlus 1. Updated to limit the scope of complainants in this policy to parents/guardians, employees, and community members in alignment with sample **PRESS** policy 2:260, *Uniform Grievance Procedure*. **Issue 110, October 2022**

PRESSPlus 2. Optional sentence; updated in response to **PRESS** Advisory Board (PAB) member feedback regarding the need for districts to have processes in place to address an increasing number of curriculum objections. It strengthens the policy's connection to IASB's *Foundational Principles of Effective Governance*. See www.iasb.com/conference-training-and-events/training/training-resources/foundational-principles-of-effective-governance. For criteria that can be used in reviewing curriculum objections, see sample administrative procedure, 6:260-AP, *Responding to Complaints About Curriculum, Instructional Materials, and Programs*, available at **PRESS** Online by logging in at www.iasb.com. **Issue 110, October 2022**

Document Status: Draft Update

6:340 Student Testing and Assessment Program

The District student assessment program provides information for determining individual student achievement and instructional needs, curriculum and instruction effectiveness, and school performance measured against District student learning objectives and statewide norms.

The Superintendent or designee shall manage the student assessment program that, at a minimum:

1. Administers to students all standardized assessments required by the Ill. State Board of Education (ISBE) and/or any other appropriate assessment methods and instruments, including norm and criterion-referenced achievement tests, aptitude tests, proficiency tests, and teacher-developed tests.
2. Informs students of the timelines and procedures applicable to their participation in every State assessment.
3. Provides each student's parents/guardians with the results or scores of each State assessment and an evaluation of the student's progress. See policy 6:280, *Grading and Promotion*.
4. Utilizes professional testing practices.

Overall student assessment data on tests required by State law will be aggregated by the District and reported, along with other information, on the District's annual report card. All reliable assessments administered by the District and scored by entities outside of the District must be (1) reported to ISBE on its form by the 30th day of each school year, and (2) made publicly available to parents/guardians of students and to the community. Board policy 7:340, *Student Records*, and its implementing procedures govern recordkeeping and access issues.

LEGAL REF.:

20 U.S.C. §1232g, Family Educational Rights and Privacy Act.

105 ILCS 10/, Illinois School Student Records Act.

105 ILCS 5/2-3.63, 5/2-3.64a-5, 5/2-3.64a-10, 5/2-3.64a-15, 5/2-3.107, 5/2-3.153, 5/10-17a, 5/22-82, and 5/27-1. [PRESSPlus1](#)

23 Ill. Admin. Code §§1.30(b) and §375.10.

CROSS REF.: 6:15 (School Accountability), 6:280 (Grading and Promotion), 7:340 (Student Records)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 110, October 2022**

Document Status: Draft Update

7:50 School Admissions and Student Transfers To and From Non-District Schools

Age

To be eligible for admission, a child must be five years old on or before September 1 of that school term. A child entering first grade must be six years of age on or before September 1 of that school term. Based upon an assessment of a child's readiness to attend school, the District may permit him or her to attend school prior to these dates. A child will also be allowed to attend first grade based upon an assessment of his or her readiness if he or she attended a non-public preschool, continued his or her education at that school through kindergarten, was taught in kindergarten by an appropriately licensed teacher, and will be six years old on or before December 31. A child with exceptional needs who qualifies for special education services is eligible for admission at three years of age. Early entrance to kindergarten or first grade may also be available through Board policy 6:135, *Accelerated Placement Program*.

Admission Procedure

All students must register for school each year on the dates and at the place designated by the Superintendent. Parents/guardians of students enrolling in the District for the first time must present:

1. A certified copy of the student's birth certificate. If a birth certificate is not presented, the Superintendent or designee shall notify in writing the person enrolling the student that within 30 days he or she must provide a certified copy of the student's birth certificate. A student will be enrolled without a birth certificate. When a certified copy of the birth certificate is presented, the school shall promptly make a copy for its records, place the copy in the student's permanent record, and return the certified copy to the person enrolling the child. If a person enrolling a student fails to provide a certified copy of the student's birth certificate, the Superintendent or designee shall immediately notify the local law enforcement agency, and shall also notify the person enrolling the student in writing that, unless he or she complies within ten days, the case will be referred to the local law enforcement authority for investigation. If compliance is not obtained within that ten-day period, the Superintendent or designee shall so refer the case. The Superintendent or designee shall immediately report to the local law enforcement authority any material received pursuant to this paragraph that appears inaccurate or suspicious in form or content.
2. Proof of residence, as required by Board policy 7:60, *Residence*.
3. Proof of disease immunization or detection and the required physical examination, as required by State law and Board policy 7:100, *Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students*.

The individual enrolling a student shall be given the opportunity to voluntarily state whether the student has a parent or guardian who is a member of a branch of the U.S. Armed Forces and who is either deployed to active duty or expects to be deployed to active duty during the school year. Students who are children of active duty military personnel transferring will be allowed to enter: (a) the same grade level in which they studied at the school from which they transferred, if the transfer occurs during the District's school year, or (b) the grade level following the last grade completed.

Homeless Children

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce records normally required for enrollment. Board policy 6:140, *Education of Homeless Children*, and its implementing administrative procedure, govern the enrollment of homeless children.

Foster Care Students

The Superintendent will appoint at least one employee to act as a liaison to facilitate the enrollment and transfer of records of students in the legal custody of the Ill. Dept. of Children and Family Services (DCFS) when enrolling in or changing schools. The District's liaison ensures that DCFS' Office of Education and Transition Services receives all written notices and records pertaining to students in the legal custody of DCFS as required by State law. [PRESSPlus1](#)

Student Transfers To and From Non-District Schools

A student may transfer into or out of the District according to State law and procedures developed by the Superintendent or designee. A student seeking to transfer into the District must serve the entire term of any suspension or expulsion when the penalty was for:

- knowingly possessing in a school building or on school grounds, a weapon as defined in the Gun Free Schools Act;
- knowingly possessing, selling, or delivering in a school building or on school grounds a controlled substance or cannabis; or
- battering a staff member of the school.

LEGAL REF.:

8 U.S.C. §1101, Illegal Immigrant and Immigrant Responsibility Act of 1996.

20 U.S.C. §1232g, Family Educational Rights and Privacy Act.

20 U.S.C. §1400 *et seq.*, Individuals With Disabilities Education Improvement Act.

29 U.S.C. §794, Rehabilitation Act of 1973, Section 504.

42 U.S.C. §11431 *et seq.*, McKinney-Vento Homeless Assistance Act.

105 ILCS 5/2-3.13a, 5/10-20.12, 5/10-20.59, 5/10-22.5a, 5/14-1.02, 5/14-1.03a, 5/26-1, 5/26-2, 5/27-8.1.

105 ILCS 10/8.1, Ill. School Student Records Act.

105 ILCS 45/, Education for Homeless Children Act.

105 ILCS 70/, Educational Opportunity for Military Children Act.

325 ILCS 50/, Missing Children Records Act.

325 ILCS 55/, Missing Children Registration Law.

410 ILCS 315/2e, Communicable Disease Prevention Act.

20 Ill.Admin.Code Part 1290, Missing Person Birth Records and School Registration.

23 Ill.Admin.Code Part 226, Special Education.

23 Ill.Admin.Code Part 375, Student Records.

CROSS REF.: 4:110 (Transportation), 6:30 (Organization of Instruction), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:135 (Accelerated Placement Program), 6:140 (Education of Homeless Children), 7:60 (Residence), 7:70 (Attendance and Truancy), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:340 (Student Records)

ADOPTED: June 11, 2019

PRESSPlus Comments

PRESSPlus 1.

Document Status: Draft Update

7:70 Attendance and Truancy

Compulsory School Attendance

This policy applies to individuals who have custody or control of a child: (a) between the ages of 6 (on or before September 1) and 17 years (unless the child has graduated from high school), or (b) who is enrolled in any of grades, kindergarten through 8, in the public school regardless of age.

Subject to specific requirements in State law, the following children are not required to attend public school: (1) any child attending a private school (including a home school) or parochial school, (2) any child who is physically or mentally unable to attend school (including a pregnant student suffering medical complications as certified by her physician), (3) any child lawfully and necessarily employed, (4) any child over 12 and under 14 years of age while in confirmation classes, and (5) any child absent because of religious reasons, including to observe a religious holiday, for religious instruction, or because his or her religion forbids secular activity on a particular day(s) or time of day.

The parent/guardian of a student who is enrolled must authorize all absences from school and notify the school in advance or at the time of the student's absence. A valid cause for absence includes illness (including mental or behavioral health of the student), observance of a religious holiday, death in the immediate family, attendance at a civic event, [PRESSPlus1](#) family emergency, other situations beyond the control of the student as determined by the Board, other circumstances that cause reasonable concern to the parent/guardian for the student's mental, emotional, or physical health or safety, or other reason as approved by the Superintendent or designee. Students absent for a valid cause may make up missed homework and classwork assignments in a reasonable timeframe.

Absenteeism and Truancy Program

The Superintendent or designee shall manage an absenteeism and truancy program in accordance with the School Code and Board of Education policy. The program shall include but not be limited to:

1. A protocol for excusing a student from attendance who is necessarily and lawfully employed. The Superintendent or designee is authorized to determine when the student's absence is justified.
2. A protocol for excusing a student in grades 6 through 8 from attendance to sound *Taps* at a military honors funeral held in Illinois for a deceased veteran.
3. A protocol for excusing a student from attendance on a particular day(s) or at a particular time of day when his/her parent/guardian is an active duty member of the uniformed services and has been called to duty for, is on leave from, or has immediately returned from deployment to a combat zone or combat-support postings.
4. A process to telephone, within two hours after the first class, the parents/guardians of students in grade 8 or below who are absent without prior parent/guardian notification.
5. A process to identify and track students who are truants, chronic or habitual truants, or truant minors as defined in [105 ILCS 5/26-2a](#).
6. A description of diagnostic procedures for identifying the cause(s) of a student's unexcused absenteeism, including interviews with the student, his or her parent(s)/guardian(s), and staff members or other people who may have information about the reasons for the student's

attendance problem.

7. The identification of supportive services that may be offered to truant, chronically truant, or chronically absent students, including parent-teacher conferences, student and/or family counseling, or information about community agency services. See Board policy 6:110, *Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program*.
8. A process for the collection and review of chronic absence data and to:
 - a. Determine what systems of support and resources are needed to engage chronically absent students and their families, and
 - b. Encourage the habit of daily attendance and promote success.
9. Reasonable efforts to provide ongoing professional development to teachers, administrators, Board members, school resource officers, and staff on the appropriate and available supportive services for the promotion of student attendance and engagement.
10. A process to request the assistance and resources of outside agencies, such as, the juvenile officer of the local police department or the truant office of the appropriate Regional Office of Education, if truancy continues after supportive services have been offered.
11. A protocol for cooperating with non-District agencies including County or municipal authorities, the Regional Superintendent, truant officers, the Community Truancy Review Board, and a comprehensive community based youth service agency. Any disclosure of school student records must be consistent with Board policy 7:340, *Student Records*, as well as State and federal law concerning school student records.
12. An acknowledgement that no punitive action, including out-of-school suspensions, expulsions, or court action, shall be taken against a truant minor for his or her truancy unless available supportive services and other school resources have been provided to the student.
13. The criteria to determine whether a student's non-attendance is due to extraordinary circumstances shall include economic or medical necessity or family hardship and such other criteria that the Superintendent believes qualifies.

Monitoring [PRESSPlus2](#)

Pursuant to State law and policy 2:240, *Board Policy Development*, the Board updates this policy at least once every two years. The Superintendent or designee shall assist the Board with its update.

LEGAL REF.:

105 ILCS 5/22-92 and 5/26-1 through 18.

705 ILCS 405/3-33.5, Juvenile Court Act of 1987.

23 Ill.Admin.Code §§1.242 and 1.290.

CROSS REF.: 5:100 (Staff Development Program), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:150 (Home and Hospital Instruction), 7:10 (Equal Educational Opportunities), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:60 (Residence), 7:80 (Release Time for Religious Instruction/Observance), 7:90 (Release During School Hours), 7:190 (Student Behavior), 7:340 (Student Records)

PRESSPlus Comments

PRESSPlus 1. Updated in response to 105 ILCS 5/26-1 and 5/26-2a, amended by P.A. 102-891, eff. 1-1-23, requiring that, subject to Ill. State Board of Education (ISBE) guidelines, middle and high school students be permitted one school day-long excused absence per school year to engage in a *civic event*, defined as “an event sponsored by a non-profit organization or governmental entity that is open to the public. *Civic event* includes, but is not limited to, an artistic or cultural performance or educational gathering that supports the mission of the sponsoring non-profit organization. Schools may require students to provide an appropriate administrator with reasonable advance notice of the intended absence and documentation of participation. **Issue 110, October 2022**

PRESSPlus 2. Updated in response to 105 ILCS 5/22-92(b), added by P.A. 102-157 and renumbered by P.A. 102-813; 23 Ill.Admin.Code §207.30(a), requiring that every two years a board update its absenteeism and truancy policy and file it with the Ill. State Board of Education and the regional superintendent of schools [or Intermediate Service Center Executive Director, whichever is appropriate].

The policy must contain all requirements of 105 ILCS 5/22-92, indicate the date of adoption (by month, day, and year) and any revision dates, and be filed electronically by September 30 each review year through ISBE’s Web Application Security (IWAS) system. 23 Ill.Admin.Code §§207.20(a), 207.30(a). If, after review and re-evaluation of the policy, the district determines that no updates are necessary, either a copy of board minutes clearly indicating the policy was re-evaluated and no changes were deemed necessary or a signed statement from the board president indicating the policy was re-evaluated and no changes were deemed necessary must be submitted to IWAS. 23 Ill.Admin.Code §207.30(a)(3). ISBE has stated that for districts that update the adoption date listed on a policy whenever the policy is updated, the date of adoption is sufficient to also indicate the revision date. See ISBE's *Absenteeism and Truancy Policy FAQ*, at: www.isbe.net/Documents/Absenteeism-Truancy-Policy-FAQ.pdf.

ISBE rules implementing this requirement were published in the Ill. Register in October 2022 but provide that “[n]o later than September 30, 2022, or no later than September 30 of the first full school year a school becomes subject to this Part, each school or district must file the policy through the State Board of Education’s Web Application Security (IWAS), and must submit an updated policy every two years thereafter by no later than September 30 of the year due.” 23 Ill.Admin.Code §207.30(a). ISBE informed the **PRESS** Editors that due to the late publication date, the submission deadline for the 2022-2023 school year is extended to 1-13-23, and the September 30 submission deadline is not operative until the 2023-2024 school year. **Issue 110, October 2022**

Document Status: Draft Update

7:100 Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students

Required Health Examinations and Immunizations

A student's parents/guardians shall present proof that the student received a health examination, with proof of the immunizations against, and screenings for, preventable communicable diseases, as required by the Illinois Department of Public Health (IDPH), within one year prior to:

1. Entering kindergarten or the first grade;
2. Entering the sixth grade; and
3. Enrolling in an Illinois school, regardless of the student's grade (including nursery school, special education, Head Start programs operated by elementary or secondary schools, and students transferring into Illinois from out-of-state or out-of-country).

Proof of immunization against meningococcal disease is required for students in grade 6.

As required by State law:

1. Health examinations must be performed by a physician licensed to practice medicine in all of its branches, an advanced practice registered nurse, or a physician assistant who has been delegated the performance of health examinations by a supervising physician.
2. A diabetes screening is a required part of each health examination; diabetes testing is not required.
3. An age-appropriate developmental screening and an age-appropriate social and emotional screening are required parts of each health examination. A student will not be excluded from school due to his or her parent/guardian's failure to obtain a developmental screening or a social and emotional screening.
4. Before admission and in conjunction with required physical examinations, parents/guardians of children between the ages of one and seven years must provide a statement from a physician that their child was *risk-assessed* or screened for lead poisoning.
5. The IDPH will provide all students entering sixth grade and their parents/guardians information about the link between human papillomavirus (HPV) and HPV-related cancers and the availability of the HPV vaccine.
6. The District will provide informational materials regarding influenza, influenza vaccinations, meningococcal disease, and meningococcal vaccinations developed, provided, or approved by the IDPH when it provides information on immunizations, infectious diseases, medications, or other school health issues to students' parents/guardians.

Unless an exemption or extension applies, the failure to comply with the above requirements by October 15 of the current school year will result in the student's exclusion from school until the required health forms are presented to the District. New students who register after October 15 of the current school year shall have 30 days following registration to comply with the health examination and immunization regulations. If a medical reason prevents a student from receiving a required immunization by October 15, the student must present, by October 15, an immunization schedule and

a statement of the medical reasons causing the delay. The schedule and statement of medical reasons must be signed by the physician, advanced practice registered nurse, physician assistant, or local health department responsible for administering the immunizations.

A student transferring from out-of-state who does not have the required proof of immunizations by October 15 may attend classes only if he or she has proof that an appointment for the required vaccinations is scheduled with a party authorized to submit proof of the required vaccinations. If the required proof of vaccination is not submitted within 30 days after the student is permitted to attend classes, the student may no longer attend classes until proof of the vaccinations is properly submitted.

Eye Examination

Parents/guardians are encouraged to have their children undergo an eye examination whenever health examinations are required.

Parents/guardians of students entering kindergarten or an Illinois school for the first time shall present proof before October 15 of the current school year that the student received an eye examination within one year prior to entry of kindergarten or the school. A physician licensed to practice medicine in all of its branches, or a licensed optometrist, must perform the required eye examination.

If a student fails to present proof by October 15, the school may hold the student's report card until the student presents proof: (1) of a completed eye examination, or (2) that an eye examination will take place within 60 days after October 15. The Superintendent or designee shall ensure that parents/guardians are notified of this eye examination requirement in compliance with the rules of the IDPH. Schools shall not exclude a student from attending school due to failure to obtain an eye examination.

Dental Examination

All children in kindergarten and the second and sixth grades must present proof of having been examined by a licensed dentist before May 15 of the current school year in accordance with rules adopted by the IDPH.

If a child in the second or sixth grade fails to present proof by May 15, the school may hold the child's report card until the child presents proof: (1) of a completed dental examination, or (2) that a dental examination will take place within 60 days after May 15. The Superintendent or designee shall ensure that parents/guardians are notified of this dental examination requirement at least 60 days before May 15 of each school year.

Exemptions

In accordance with rules adopted by the IDPH, a student will be exempted from this policy's requirements for:

1. Religious grounds, if the student's parents/guardians present the IDPH's Certificate of Religious Exemption form to the Superintendent or designee. When a Certificate of Religious Exemption form is presented, the Superintendent or designee shall immediately inform the parents/guardians of exclusion procedures pursuant to Board policy 7:280, *Communicable and Chronic Infectious Disease*, and State rules if there is an outbreak of one or more diseases from which the student is not protected.
2. Health examination or immunization requirements on medical grounds, if the examining physician, advanced practice registered nurse, or physician assistant provides written verification.

3. Eye examination requirement, if the student's parents/guardians show an undue burden or lack of access to a physician licensed to practice medicine in all of its branches who provides eye examinations or a licensed optometrist.
4. Dental examination requirement, if the student's parents/guardians show an undue burden or a lack of access to a dentist.

Homeless Child

Any homeless child shall be immediately admitted, even if the child or child's parent/guardian is unable to produce immunization and health records normally required for enrollment. Board of Education policy 6:140, *Education of Homeless Children*, governs the enrollment of homeless children.

LEGAL REF.:

42 U.S.C. §11431 et seq., McKinney-Vento Homeless Assistance Act.

105 ILCS 5/27-8.1 and 45/1-20.

410 ILCS 45/7.1, Lead Poisoning Prevention Act. [PRESSPlus1](#)

410 ILCS and 315/2e, Communicable Disease Prevention Act.

23 Ill.Admin.Code §1.530.

77 Ill. Admin.Code Part 664, Socio-Emotional and Developmental Screening.

77 Ill.Admin.Code Part 665, Child and Student Health Examination and Immunization.

77 Ill.Admin.Code Part 690, Control of Communicable Diseases.

CROSS REF.: 6:30 (Organization of Instruction), 6:140 (Education of Homeless Children), 6:180 (Extended Instructional Programs), 7:50 (School Admissions and Student Transfers To and From Non-District Schools), 7:280 (Communicable and Chronic Infectious Disease)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 110, October 2022**

Document Status: Draft Update

7:180 Prevention of and Response to Bullying, Intimidation, and Harassment

Bullying, intimidation, and harassment diminish a student's ability to learn and a school's ability to educate. Preventing students from engaging in these disruptive behaviors and providing all students equal access to a safe, non-hostile learning environment are important District goals.

Bullying on the basis of actual or perceived race, color, national origin, military status, unfavorable discharge status from the military service, sex, sexual orientation, gender identity, gender-related identity or expression, ancestry, age, religion, physical or mental disability, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic is prohibited in each of the following situations:

1. During any school-sponsored education program or activity.
2. While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities.
3. Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment.
4. Through the transmission of information from a computer that is accessed at a nonschool-related location, activity, function, or program or from the use of technology or an electronic device that is not owned, leased, or used by the School District or school if the bullying causes a substantial disruption to the educational process or orderly operation of a school. This paragraph (item #4) applies only when a school administrator or teacher receives a report that bullying through this means has occurred; it does not require staff members to monitor any nonschool-related activity, function, or program.

Definitions from [105 ILCS 5/27-23.7](#)

Bullying includes *cyberbullying* and means any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students that has or can be reasonably predicted to have the effect of one or more of the following:

1. Placing the student or students in reasonable fear of harm to the student's or students' person or property;
2. Causing a substantially detrimental effect on the student's or students' physical or mental health;
3. Substantially interfering with the student's or students' academic performance; or
4. Substantially interfering with the student's or students' ability to participate in or benefit from the services, activities, or privileges provided by a school.

Bullying may take various forms, including without limitation one or more of the following: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. This list is meant to be illustrative and non-exhaustive.

Cyberbullying means bullying through the use of technology or any electronic communication, including without limitation any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic system, photo-electronic system, or photo-optical system, including without limitation electronic mail, Internet communications, instant messages, or facsimile communications. *Cyberbullying* includes the creation of a webpage or weblog in which the creator assumes the identity of another person or the knowing impersonation of another person as the author of posted content or messages if the creation or impersonation creates any of the effects enumerated in the definition of *bullying*. *Cyberbullying* also includes the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons if the distribution or posting creates any of the effects enumerated in the definition of *bullying*.

Restorative measures means a continuum of school-based alternatives to exclusionary discipline, such as suspensions and expulsions, that: (i) are adapted to the particular needs of the school and community, (ii) contribute to maintaining school safety, (iii) protect the integrity of a positive and productive learning climate, (iv) teach students the personal and interpersonal skills they will need to be successful in school and society, (v) serve to build and restore relationships among students, families, schools, and communities, (vi) reduce the likelihood of future disruption by balancing accountability with an understanding of students' behavioral health needs in order to keep students in school, and (vii) increase student accountability if the incident of bullying is based on religion, race, ethnicity, or any other category that is identified in the Ill. Human Rights Act.

School personnel means persons employed by, on contract with, or who volunteer in a school district, including without limitation school and school district administrators, teachers, **school counselors**, school social workers, school counselors, school psychologists, school nurses, cafeteria workers, custodians, bus drivers, school resource officers, and security guards.

Bullying Prevention and Response Plan

The Superintendent or designee shall develop and maintain a bullying prevention and response plan that advances the District's goal of providing all students with a safe learning environment free of bullying and harassment. This plan must be consistent with the requirements listed below; each numbered requirement, 1-12, corresponds with the same number in the list of required policy components in [105 ILCS 5/27-23.7\(b\)](#) 1-12.

1. The District uses the definition of *bullying* as provided in this policy.
2. Bullying is contrary to State law and the policy of this District. However, nothing in the District's bullying prevention and response plan is intended to infringe upon any right to exercise free expression or the free exercise of religion or religiously based views protected under the [First Amendment to the U.S. Constitution](#) or under [Section 3 of Article I of the Illinois Constitution](#).
3. Students are encouraged to immediately report bullying. A report may be made orally or in writing to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, a Complaint Manager, or any staff member with whom the student is comfortable speaking. Anyone, including staff members and parents/guardians, who has information about actual or threatened bullying is encouraged to report it to the District named officials or any staff member. The District named officials and all staff members are available for help with a bully or to make a report about bullying. Anonymous reports are also accepted; however, this shall not be construed to permit formal disciplinary action solely on the basis of an anonymous report.

Nondiscrimination Coordinator:

Dr. Monica Schroeder, Deputy Superintendent

1936 Green Bay Rd., Highland Park, IL 60035

mschroeder@nssd112.org

224/765-3044

Complaint Managers:

Dr. Holly Colin, Assistant
Superintendent

Dr. Kevin Ryan, Assistant Superintendent

1936 Green Bay Rd., Highland Park,
IL 60035

1936 Green Bay Rd., Highland Park, IL 60035

hcolin@nssd112.org

kryan@nssd112.org

224/765-3047

224/765-3051

4. Consistent with federal and State laws and rules governing student privacy rights, the Superintendent or designee shall promptly inform the parent(s)/guardian(s) of every student involved in an alleged incident of bullying and discuss, as appropriate, the availability of social work services, counseling, school psychological services, other interventions, and restorative measures.
5. The Superintendent or designee shall promptly investigate and address reports of bullying, by, among other things:
 - a. Making all reasonable efforts to complete the investigation within 10 school days after the date the report of a bullying incident was received and taking into consideration additional relevant information received during the course of the investigation about the reported bullying incident.
 - b. Involving appropriate school support personnel and other staff persons with knowledge, experience, and training on bullying prevention, as deemed appropriate, in the investigation process.
 - c. Notifying the Building Principal or school administrator or designee of the reported incident of bullying as soon as possible after the report is received.
 - d. Consistent with federal and State laws and rules governing student privacy rights, providing parents/guardians of the students who are parties to the investigation information about the investigation and an opportunity to meet with the Building Principal or school administrator or his or her designee to discuss the investigation, the findings of the investigation, and the actions taken to address the reported incident of bullying.

The Superintendent or designee shall investigate whether a reported incident of bullying is within the permissible scope of the District's jurisdiction and shall require that the District provide the victim with information regarding services that are available within the District and community, such as counseling, support services, and other programs.

6. The Superintendent or designee shall use interventions to address bullying, that may include, but

are not limited to, school social work services, restorative measures, social-emotional skill building, counseling, school psychological services, and community-based services.

7. A reprisal or retaliation against any person who reports an act of bullying **is prohibited**. Any person's act of reprisal or retaliation will be subject to disciplinary action, up to and including discharge with regard to employees, or suspension and/or expulsion with regard to students.
8. A student will not be punished for reporting bullying or supplying information, even if the District's investigation concludes that no bullying occurred. However, a person who is found to have falsely accused another of bullying, as a means of retaliation, as a means of bullying, or provided false information will be treated as either: (a) *bullying*, (b) student discipline up to and including suspension and/or expulsion, and/or (c) both (a) and (b) for purposes of determining any consequences or other appropriate remedial actions.
9. The District's bullying prevention and response plan is based on the engagement of a range of school stakeholders, including students and parents/guardians.
10. The Superintendent or designee shall post this policy on the District's website, if any, and include it in the student handbook, and, where applicable, post it where other policies, rules, and standards of conduct are currently posted. The policy must be distributed annually to parents/guardians, students, and school personnel (including new employees when hired), and must also be provided periodically throughout the school year to students and faculty.
11. Pursuant to State law and policy 2:240, *Board Policy Development*, the Board monitors this policy every two years by conducting a review and re-evaluation of this policy to make any necessary and appropriate revisions. The Superintendent or designee shall assist the Board with its re-evaluation and assessment of this policy's outcomes and effectiveness. Updates to this policy will reflect any necessary and appropriate revisions. This process shall include, without limitation:
 - a. The frequency of victimization;
 - b. Student, staff, and family observations of safety at a school;
 - c. Identification of areas of a school where bullying occurs;
 - d. The types of bullying utilized; and
 - e. Bystander intervention or participation.

The evaluation process may use relevant data and information that the District already collects for other purposes. Acceptable documentation to satisfy the re-evaluated policy submission include one of the following:

- 1) An updated version of the policy with the amendment/modification date included in the reference portion of the policy;
- 2) If no revisions are deemed necessary, a copy of board minutes indicating that the policy was re-evaluated and no changes were deemed to be necessary, ~~or a signed statement from the board~~; or
- 3) A signed statement from the Board President indicating that the Board re-evaluated the policy and no changes to it were necessary.

The Superintendent or designee must post the information developed as a result of the policy re-evaluation on the District's website, or if a website is not available, the information must be provided to school administrators, Board members, school personnel, parents/guardians, and students. Reviews and re-evaluations in years they are due must be submitted to ISBE by September 30.

12. The Superintendent or designee shall fully implement the Board policies, including without limitation, the following:
- a. 2:260, *Uniform Grievance Procedure*. A student may use this policy to complain about bullying.
 - b. 2:265, *Title IX Sexual Harassment Grievance Procedure*. Any person may use this policy to complain about sexual harassment in violation of Title IX of the Education Amendments of 1972.
 - c. 6:60, *Curriculum Content*. Bullying prevention and character instruction is provided in all grades in accordance with State law.
 - d. 6:65, *Student Social and Emotional Development*. Student social and emotional development is incorporated into the District's educational program as required by State law.
 - e. 6:235, *Access to Electronic Networks*. This policy states that the use of the District's electronic networks is limited to: (1) support of education and/or research, or (2) a legitimate business use.
 - f. 7:20, *Harassment of Students Prohibited*. This policy prohibits *any* person from harassing, intimidating, or bullying a student based on an identified actual or perceived characteristic (the list of characteristics in 7:20 is the same as the list in this policy).
 - g. 7:185, *Teen Dating Violence Prohibited*. This policy prohibits teen dating violence on school property, at school sponsored activities, and in vehicles used for school-provided transportation.
 - h. 7:190, *Student Behavior*. This policy prohibits, and provides consequences for, hazing, bullying, or other aggressive behaviors, or urging other students to engage in such conduct.
 - i. 7:310, *Restrictions on Publications; Elementary Schools*. This policy prohibits students from and provides consequences for: (1) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (2) creating and/or distributing written, printed, or electronic material, including photographic material and blogs, that causes substantial disruption to school operations or interferes with the rights of other students or staff members.

LEGAL REF.:

105 ILCS 5/10-20.14, 5/10-22.6(b-20), 5/24-24, and 5/27-23.7.

405 ILCS 49/, Children's Mental Health Act.

775 ILCS 5/1-103, Ill. Human Rights Act.

23 Ill.Admin.Code §§1.240, and §1.280, and 1.295. [PRESSPlus1](#)

CROSS REF.: 2:240 (Board Policy Development), 2:260 (Uniform Grievance Procedure), 2:265 (Title IX Sexual Harassment Grievance Procedure), 4:170 (Safety), 5:230 (Maintaining Student Discipline), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:235 (Access to Electronic Networks), 7:20 (Harassment of Students Prohibited), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:220 (Bus Conduct), 7:230 (Misconduct by Students with Disabilities), 7:240 (Conduct Code for Participants in Extracurricular Activities), 7:285 (Food Allergy Management Program), 7:310 (Restrictions on Publications; Elementary Schools)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 110, October 2022**

Document Status: Draft Update

7:250 Student Support Services

The District provides a liaison to facilitate the enrollment and transfer of records of students in the legal custody of the Ill. Dept. of Children and Family Services when enrolling in or changing schools. [PRESSPlus1](#) The following student support services may be provided by the School District:

1. Health services supervised by a qualified school nurse. The Superintendent or designee may implement procedures to further a healthy school environment and prevent or reduce the spread of disease.
2. Educational and psychological testing services and the services of a school psychologist as needed. In all cases, written permission to administer a psychological examination must be obtained from a student's parent(s)/guardian(s). The results will be given to the parent(s)/guardian(s), with interpretation, as well as to the appropriate professional staff.
3. The services of a school social worker. A student's parent/guardian must consent to regular or continuing services from a social worker.
4. ~~A liaison to facilitate the enrollment and transfer of records of students in the legal custody of the Illinois Department of Children and Family Services when enrolling in or changing schools.~~

The Superintendent or designee shall develop protocols for responding to students with social, emotional, or mental health problems that impact learning ability. The District, however, assumes no liability for preventing, identifying, or treating such problems.

Erin's Law Counseling Options, Assistance, and Intervention

The Superintendent or designee will ensure that each school building's Student Support Committee identifies counseling options for students who are affected by sexual abuse and grooming behaviors, [PRESSPlus2](#) along with District and community-based options for victims of sexual abuse and grooming behaviors to obtain assistance and intervention. Community-based options must include a Children's Advocacy Center and sexual assault crisis center(s) that serve the District, if any.

This policy shall be implemented in a manner consistent with State and federal laws, including the Individuals with Disabilities Education Act, [42 U.S.C. §12101](#) *et seq.*

LEGAL REF.:

105 ILCS 5/10-23.13(b), 5/10-20.59, and 5/21B-25(G).

405 ILCS 49/, Children's Mental Health Act ~~of 2003~~.

740 ILCS 110/, Mental Health and Developmental Disabilities Confidentiality Act.

CROSS REF.: 6:65 (Student Social and Emotional Development), 6:270 (Guidance and Counseling Program), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:280 (Communicable and Chronic Infectious Disease), 7:340 (Student Records)

PRESSPlus Comments

PRESSPlus 1. Required by 105 ILCS 5/10-20.59, amended by P.A. 102-199. **Issue 110, October 2022**

PRESSPlus 2. Updated to align with *Erin's Law*, 105 ILCS 10-23.13, amended by P.A. 102-610. **Issue 110, October 2022**

Document Status: Draft Update

7:285 Anaphylaxis Prevention, Response, and Management Program

School attendance may increase a student's risk of exposure to allergens that could trigger anaphylaxis. Students at risk for anaphylaxis benefit from a Board of Education policy that coordinates a planned response in the event of an anaphylactic emergency. Anaphylaxis is a severe systemic allergic reaction from exposure to allergens that is rapid in onset and can cause death. Common allergens include animal dander, fish, latex, milk, shellfish, tree nuts, eggs, insect venom, medications, peanuts, soy, and wheat. A severe allergic reaction usually occurs quickly; death has been reported to occur within minutes. An anaphylactic reaction can also occur up to one to two hours after exposure to the allergen.

While it is not possible for the District to completely eliminate the risks of an anaphylactic emergency when a student is at school, an Anaphylaxis Prevention, Response, and Management Program using a cooperative effort among students' families, staff members, students, health care providers, emergency medical services, and the community helps the District reduce these risks and provide accommodations and proper treatment for anaphylactic reactions.

The Superintendent or designee shall develop and implement an Anaphylaxis Prevention, Response, and Management Program for the prevention and treatment of anaphylaxis that:

1. Fully implements the Ill. State Board of Education (ISBE)'s model policy required by the School Code that: (a) relates to the care and response to a person having an anaphylaxis reaction, (b) addresses the use of epinephrine in a school setting, (c) provides a full food allergy and prevention of allergen exposure plan, and (d) aligns with [105 ILCS 5/22-30](#) and [23 Ill.Admin.Code §1.540](#).
2. Ensures staff members receive appropriate training, including: (a) an in-service training program for staff who work with students that is conducted by a person with expertise in anaphylactic reactions and management, and (b) training required by law for those staff members acting as *trained personnel*, as provided in [105 ILCS 5/22-30](#) and [23 Ill.Admin.Code §1.540](#).
3. Implements and maintains a supply of undesignated epinephrine in the name of the District, in accordance with policy 7:270, *Administering Medicines to Students*.
4. Follows and references the applicable best practices specific to the District's needs in the Centers for Disease Control and Prevention's *Voluntary Guidelines for Managing Food Allergies in Schools and Early Care and Education Programs* and the *National Association of School Nurses Allergies and Anaphylaxis Resources/Checklists*.
5. Provides annual notice to the parents/guardians of all students to make them aware of this policy.
6. Complies with State and federal law and is in alignment with Board policies.

Monitoring

Pursuant to State law and policy 2:240, *Board Policy Development*, the Board ~~monitors reviews and makes any necessary updates to~~ this policy at least once every three years ~~by conducting a review and reevaluation of this policy to make any necessary and appropriate revisions~~. The Superintendent or designee shall assist the Board with its ~~reevaluation and assessment of this policy's outcomes and~~

effectiveness. Any updates will reflect any necessary and appropriate revisions review and any necessary updates. [PRESSPlus1](#)

LEGAL REF.:

105 ILCS 5/2-3.190~~82~~, 5/10-22.39(e), and 5/22-30.

23 Ill.Admin.Code §1.540.

Anaphylaxis Response Policy for Illinois Schools, published by ISBE.

CROSS REF.: 4:110 (Transportation), 4:120 (Food Services), 4:170 (Safety), 5:100 (Staff Development Program), 6:120 (Education of Children with Disabilities), 6:240 (Field Trips and Recreational Class Trips), 7:180 (Prevention of and Response to Bullying, Intimidation and Harassment), 7:250 (Student Support Services), 7:270 (Administering Medicines to Students), 8:100 (Relations with Other Organizations and Agencies)

PRESSPlus Comments

PRESSPlus 1. Updated for continuous improvement. **Issue 110, October 2022**

Document Status: Draft Update

7:290 Suicide and Depression Awareness and Prevention

Youth suicide impacts the safety of the school environment. It also affects the school community, diminishing the ability of surviving students to learn and the school's ability to educate. Suicide and depression awareness and prevention are important Board goals.

Suicide and Depression Awareness and Prevention Program

The Superintendent or designee shall develop, implement, and maintain a suicide and depression awareness and prevention program (Program) that advances the Board's goals of increasing awareness and prevention of depression and suicide. This program must be consistent with the requirements of *Ann Marie's Law* listed below; each listed requirement, 1-6, corresponds with the list of required policy components in the [School Code Section 5/2-3.166\(c\)\(2\)-\(7\)](#). The Program shall include:

1. Protocols for administering youth suicide awareness and prevention education to students and staff.
 - a. For students, implementation will incorporate Board policy 6:60, *Curriculum Content*, which implements [105 ILCS 5/2-3.139](#) and [105 ILCS 5/27-7](#) (requiring education for students to develop a sound mind and a healthy body).
 - b. For staff, implementation will incorporate Board policy 5:100, *Staff Development Program*, and teacher's institutes under [105 ILCS 5/3-14.8](#) (requiring coverage of the warning signs of suicidal behavior).
2. Procedures for methods of suicide prevention with the goal of early identification and referral of students possibly at risk of suicide. Implementation will incorporate:
 - a. The training required by [105 ILCS 5/10-22.39](#) for licensed school personnel and administrators who work with students to identify the warning signs of suicidal behavior in youth along with appropriate intervention and referral techniques, including methods of prevention, procedures for early identification, and referral of students at risk of suicide; and
 - b. Ill. State Board of Education (ISBE)-recommended guidelines and educational materials for staff training and professional development, along with ISBE-recommended resources for students containing age-appropriate educational materials on youth suicide and awareness, if available pursuant to *Ann Marie's Law* on ISBE's website.
3. Methods of intervention, including procedures that address an emotional or mental health safety plan for use during the school day and at school-sponsored events for a student identified as being at increased risk of suicide including those students who: (A) suffer from a mental health disorder; (B) suffer from a substance abuse disorder; (C) engage in self-harm or have previously attempted suicide; (D) reside in an out-of-home placement; (E) are experiencing homelessness; (F) are lesbian, gay, bisexual, transgender, or questioning (LGBTQ); (G) are bereaved by suicide; or (H) have a medical condition or certain types of disabilities. Implementation will incorporate paragraph number 2, above, along with Board policies:

- a. 6:65, *Student Social and Emotional Development*, implementing the goals and benchmarks of the Ill. Learning Standards and [405 ILCS 49/15\(b\)](#) (requiring student social and emotional development in the District's educational program);
 - b. 6:120, *Education of Children with Disabilities*, implementing special education requirements for the District;
 - c. 6:140, *Education of Homeless Children*, implementing provision of District services to students who are homeless;
 - d. 6:270, *Guidance and Counseling Program*, implementing guidance and counseling program(s) for students, and [105 ILCS 5/10-22.24a](#) and [22.24b](#), which allow a qualified guidance specialist or any licensed staff member to provide school counseling services;
 - e. 7:10, *Equal Educational Opportunities*, and its implementing administrative procedure and exhibit, implementing supports for equal educational opportunities for students who are LGBTQ;
 - f. 7:50, *School Admissions and Student Transfers To and From Non-District Schools*, implementing State law requirements related to students who are in foster care;
 - g. 7:250, *Student Support Services*, implementing the Children's Mental Health Act of 2003, [405 ILCS 49/](#) (requiring protocols for responding to students with social, emotional, or mental health issues that impact learning ability); and
 - h. State and/or federal resources that address emotional or mental health safety plans for students who are possibly at an increased risk for suicide, if available on the ISBE's website pursuant to *Ann Marie's Law*.
4. Methods of responding to a student or staff suicide or suicide attempt. Implementation of this requirement shall incorporate building-level Student Support Committee(s) established through Board policy 7:250, *Student Support Services*.
 5. Reporting procedures. Implementation of this requirement shall incorporate Board policy 6:270, *Guidance and Counseling Program*, and Board policy 7:250, *Student Support Services*, in addition to other State and/or federal resources that address reporting procedures.
 6. A process to incorporate ISBE-recommended resources on youth suicide awareness and prevention programs, including current contact information for such programs in the District's Suicide and Depression Awareness and Prevention Program.

Illinois Suicide Prevention Strategic Planning Committee

The Superintendent or designee shall attempt to develop a relationship between the District and the Illinois Suicide Prevention Strategic Planning Committee, the Illinois Suicide Prevention Coalition Alliance, and/or a community mental health agency. The purpose of the relationship is to discuss how to incorporate the goals and objectives of the Illinois Suicide Prevention Strategic Plan into the District's Suicide Prevention and Depression Awareness Program.

Monitoring

The Board will review and update this policy pursuant to *Ann Marie's Law* and Board policy 2:240, *Board Policy Development*.

Information to Staff, Parents/Guardians, and Students

The Superintendent shall inform each school district employee about this policy and ensure its posting on the District's website. The Superintendent or designee shall provide a copy of this policy to the parent or legal guardian of each student enrolled in the District. Student identification (ID) cards, the

District's website, and student handbooks and planners will contain the support information as required by State law.

Implementation

This policy shall be implemented in a manner consistent with State and federal laws, including the Student Confidential Reporting Act, 5 ILCS 860/, Children's Mental Health Act ~~of 2003~~, 405 ILCS 49/, Mental Health and Developmental Disabilities Confidentiality Act, 740 ILCS 110/, and the Individuals with Disabilities Education Act, 42 U.S.C. §12101 et seq.

The District, Board, and its staff are protected from liability by the Local Governmental and Governmental Employees Tort Immunity Act. Services provided pursuant to this policy: (1) do not replace the care of a physician licensed to practice medicine in all of its branches or a licensed medical practitioner or professional trained in suicide prevention, assessments and counseling services, (2) are strictly limited to the available resources within the District, (3) do not extend beyond the school day and/or school-sponsored events, and (4) cannot guarantee or ensure the safety of a student or the student body.

LEGAL REF.:

42 U.S.C. § 1201 *et seq.* Individuals with Disabilities Education Act.

105 ILCS 5/2-3.166, 105 ILCS 5/2-3.139, 5/3-14.8, 5/10-20.76~~3 (final citation pending)~~, 5/10-20.81, 5/10-22.24a, 5/10-22.24b, 5/10-22.39, ~~5/10-20.75 (final citation pending)~~, 5/14-1.01 *et seq.*, 5/14-7.02, and 5/14-7.02b, 5/27-7. [PRESSPlus1](#)

5 ILCS 860/, Student Confidential Reporting Act.

405 ILCS 49/ ~~Children's Mental Health Act of 2003.~~

740 ILCS 110/, Mental Health and Developmental Disabilities Confidentiality Act.

745 ILCS 10/, Local Governmental and Governmental Tort Immunity Act.

CROSS REF.: 2:240 (Board Policy Development), 5:100 (Staff Development Program), 6:60 (Curriculum Content), 6:65 (Student Social and Emotional Development), 6:120 (Education of Children with Disabilities), 6:270 (Guidance and Counseling Program), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:250 (Student Support Services)

PRESSPlus Comments

PRESSPlus 1. The Legal References are updated. **Issue 110, October 2022**

Document Status: Draft Update

7:340 Student Records

School student records are confidential. Information from them shall not be released other than as provided by law. A school student record is any writing or other recorded information concerning a student and by which a student may be identified individually that is maintained by a school or at its direction by a school employee, regardless of how or where the information is stored, except as provided in State or federal law as summarized below:

1. Records kept in a staff member's sole possession.
2. Records maintained by law enforcement officers working in the school.
3. Video and other electronic recordings (including without limitation, electronic recordings made on school buses) that are created in part for law enforcement, security, or safety reasons or purposes. The content of these recordings may become part of a school student record to the extent school officials create, use, and maintain this content, or it becomes available to them by law enforcement officials, for disciplinary or special education purposes regarding a particular student.
4. Any information, either written or oral, received from law enforcement officials concerning a student less than the age of 18 years who has been arrested or taken into custody.

State and federal law grants students, ~~and~~ parents/guardians, ~~and when applicable, the Ill. Dept. of Children and Family Services' Office of Education and Transition Services,~~ [PRESSPlus1](#) certain rights, including the right to inspect, copy, and/or challenge school student records. The information contained in school student records shall be kept current, accurate, clear, and relevant. All information maintained concerning a student receiving special education services shall be directly related to the provision of services to that child. The District may release directory information as permitted by law, but a parent/guardian shall have the right to opt-out of the release of directory information regarding his or her child. The District will comply with State or federal law with regard to release of a student's school records, including, where applicable, without notice to, or the consent of, the student's parent/guardian or eligible student. Upon request, the District discloses school student records without parent consent to the official records custodian of another school in which a student has enrolled or intends to enroll, as well as to any other person as specifically required or permitted by State or federal law.

The Superintendent shall fully implement this policy and designate an *official records custodian* for each school who shall maintain and protect the confidentiality of school student records, inform staff members of this policy, and inform students and their parents/guardians of their rights regarding school student records.

Student Biometric Information Collection

The Superintendent or designee may recommend a student biometric information collection system solely for the purposes of identification and fraud prevention. Such recommendation shall be consistent with budget requirements and in compliance with State law. Biometric information means any information that is collected through an identification process for individuals based on their unique behavioral or physiological characteristics, including fingerprint, hand geometry, voice, or facial recognition or iris or retinal scans.

Before collecting student biometric information, the District shall obtain written permission from the person having legal custody/parental responsibility or the student (if over the age of 18). Upon a student's 18th birthday, the District shall obtain written permission from the student to collect student biometric information. Failure to provide written consent to collect biometric information shall not be the basis for refusal of any services otherwise available to a student.

All collected biometric information shall be stored and transmitted in a manner that protects it from disclosure. Sale, lease, or other disclosure of biometric information to another person or entity is strictly prohibited.

The District will discontinue use of a student's biometric information and destroy all collected biometric information within 30 days after: (1) the student graduates or withdraws from the School District, or (2) the District receives a written request to discontinue use of biometric information from the person having legal custody/parental responsibility of the student or the student (if over the age of 18). Requests to discontinue using a student's biometric information shall be forwarded to the Superintendent or designee.

The Superintendent or designee shall develop procedures to implement this policy consistent with State and federal law.

LEGAL REF.:

20 U.S.C. §1232g, Family Educational Rights and Privacy Act, ~~implemented by~~ 34 C.F.R. Part 99.

50 ILCS 205/7, Local Records Act.

105 ILCS 5/10-20.12b, 5/10-20.40, and 5/14-1.01 *et seq.*

105 ILCS 10/, Ill. School Student Records Act.

105 ILCS 85/, Student Online Personal Protection Act.

325 ILCS 17/, Children's Privacy Protection and Parental Empowerment Act.

750 ILCS 5/602.11, Ill. Marriage and Dissolution of Marriage Act.

23 Ill.Admin.Code Parts 226 and 375.

Owasso I.S.D. No. I-011 v. Falvo, 534 U.S. 426 (2002).

Chicago Tribune Co. v. Chicago Bd. of Ed., 332 Ill.App.3d 60 (1st Dist. 2002).

CROSS REF.: 5:100 (Staff Development Program), 5:130 (Responsibilities Concerning Internal Information), 7:15 (Student and Family Privacy Rights), 7:220 (Bus Conduct), 7:345 (Use of Educational Technologies; Student Data Privacy and Security)

PRESSPlus Comments

PRESSPlus 1. 105 ILCS 10/5(a), amended by P.A. 102-199. The Ill. School Student Records Act does not give Ill. Dept. of Children and Family Services representatives the right to challenge student records. 105 ILCS 10/7. **Issue 110, October 2022**

Document Status: Review and Monitoring

2:150 Committees

The Board of Education may establish committees to assist with the Board's governance function and, in some situations, to comply with State law requirements. These committees are known as Board committees and report directly to the Board. Committee members may include both Board members and non-Board members depending on the committee's purpose. The Board President makes all Board committee appointments unless specifically stated otherwise. Board committee meetings shall comply with the Open Meetings Act. A Board committee may not take final action on behalf of the Board - it may only make recommendations to the Board. [PRESSPlus1](#)

Special Board Committees

A special committee may be created for specific purposes or to investigate special issues. A special committee is automatically dissolved after presenting its final report to the Board or at the Board's discretion.

Standing Board Committees

A standing committee is created for an indefinite term although its members will fluctuate. Standing committees are:

1. Board Policy Committee. This committee researches policy issues, and provides information and recommendations to the Board.
2. Parent-Teacher Advisory Committee. This committee assists in the development of student behavior policy and procedure, and provides information and recommendations to the Board. Its members are parents/guardians and teachers, and may include persons whose expertise or experience is needed. The committee reviews such issues as administering medication in the schools, reciprocal reporting between the School District and local law enforcement agencies regarding criminal offenses committed by students, student discipline, disruptive classroom behavior, school bus safety procedures, and the dissemination of student conduct information.
3. Behavioral Interventions Committee. This committee, coordinated by the Executive Director of the Special Education Cooperative, develops and monitors procedures for using behavioral interventions in accordance with Board policy 7:230, *Misconduct by Students with Disabilities*. Committee reports and recommendations are made to the Board upon its request.

Nothing in this policy limits the authority of the Superintendent or designee to create and use committees that report to him or her or to other staff members.

LEGAL REF.:

[5 ILCS 120/](#), Open Meetings Act.

[105 ILCS 5/10-20.14](#) and [5/14-8.05](#).

CROSS REF.: 2:110 (Qualifications, Term, and Duties of Board Officers), 2:200 (Types of Board of Education Meetings), 2:240 (Board Policy Development), 7:190 (Student Behavior), 7:230 (Misconduct by Students with Disabilities)

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
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Issue 110, October 2022

Document Status: Review and Monitoring

2:250 Access to District Public Records

Full access to the District's *public records* is available to any person as provided in the Illinois Freedom of Information Act (FOIA), this policy, and implementing procedures. The Superintendent or designee shall: (1) provide the Board with sufficient information and data to permit the Board to monitor the District's compliance with FOIA and this policy, and (2) report any FOIA requests during the Board's regular meetings along with the status of the District's response. [PRESSPlus1](#)

Freedom of Information Officer

The Executive Assistant to the Deputy Superintendent shall serve as the District's Freedom of Information Officer and assumes all the duties and powers of that office as provided in FOIA and this policy.

Definition

The District's *public records* are defined as records, reports, forms, writings, letters, memoranda, books, papers, maps, photographs, microfilms, cards, tapes, recordings, electronic data processing records, electronic communications, recorded information and all other documentary material pertaining to the transaction of public business, regardless of physical form or characteristics, having been prepared by or for, or having been or being used by, received by, in the possession of, or under the control of the School District.

Requesting Records

A request for inspection and/or copies of public records must be made in writing and may be submitted by personal delivery, mail, telefax, or email directed to the District's Freedom of Information Officer. Individuals making a request are not required to state a reason for the request other than to identify when the request is for a commercial purpose or when requesting a fee waiver. The Superintendent or designee shall instruct District employees to immediately forward any request for inspection and copying of a public record to the District's Freedom of Information Officer or designee.

Responding to Requests

The Freedom of Information Officer shall approve all requests for public records unless:

1. The requested material does not exist;
2. The requested material is exempt from inspection and copying by the Freedom of Information Act; or
3. Complying with the request would be unduly burdensome.

Within five business days after receipt of a request for access to a public record, the Freedom of Information Officer shall comply with or deny the request, unless the time for response is extended as specified in Section 3 of FOIA. The Freedom of Information Officer may extend the time for a response for up to five business days from the original due date. If an extension is needed, the Freedom of Information Officer shall: (1) notify the person making the request of the reason for the extension, and (2) either inform the person of the date on which a response will be made, or agree

with the person in writing on a compliance period.

The time periods are extended for responding to requests for records made for a *commercial purpose*, requests by a *recurrent requester*, or *voluminous requests*, as those terms are defined in Section 2 of FOIA. The time periods for responding to those requests are governed by Sections 3.1, 3.2, and 3.6 of FOIA.

When responding to a request for a record containing both exempt and non-exempt material, the Freedom of Information Officer shall redact exempt material from the record before complying with the request.

Fees

Persons making a request for copies of public records must pay any and all applicable fees. The Freedom of Information Officer shall establish a fee schedule that complies with FOIA and this policy and is subject to the Board's review. The fee schedule shall include copying fees and all other fees to the maximum extent they are permitted by FOIA, including without limitation, search and review fees for responding to a request for a *commercial purpose* and fees, costs, and personnel hours in connection with responding to a *voluminous request*.

Copying fees, except when fixed by statute, shall be reasonably calculated to reimburse the District's actual cost for reproducing and certifying public records and for the use, by any person, of its equipment to copy records. In no case shall the copying fees exceed the maximum fees permitted by FOIA. If the District's actual copying costs are equal to or greater than the maximum fees permitted by FOIA, the Freedom of Information Officer is authorized to use FOIA's maximum fees as the District's fees. No copying fees shall be charged for: (1) the first 50 pages of black and white, letter or legal sized copies, or (2) electronic copies other than the actual cost of the recording medium, except if the response is to a *voluminous request*, as defined in FOIA.

A fee reduction is available if the request qualifies under Section 6 of FOIA. The Freedom of Information Officer shall set the amount of the reduction taking into consideration the amount of material requested and the cost of copying it.

Provision of Copies and Access to Records

A public record that is the subject of an approved access request will be available for inspection or copying at the District's administrative office during regular business hours, unless other arrangements are made by the Freedom of Information Officer.

Many public records are immediately available from the District's website including, but not limited to, the process for requesting a public record. The Freedom of Information Officer shall direct a requester to the District's website if a requested record is available there. If the requester is unable to reasonably access the record online, he or she may resubmit the request for the record, stating his or her inability to reasonably access the record online, and the District shall make the requested record available for inspection and copying as otherwise provided in this policy.

Preserving Public Records

Public records, including email messages, shall be preserved and cataloged if: (1) they are evidence of the District's organization, function, policies, procedures, or activities, (2) they contain informational data appropriate for preservation, (3) their retention is required by State or federal law, or (4) they are subject to a retention request by the Board Attorney (e.g., a litigation hold), District auditor, or other individual authorized by the Board of Education or State or federal law to make such a request. Unless its retention is required as described in items numbered 3 or 4 above, a public record, as defined by

the Illinois Local Records Act, may be destroyed when authorized by the Local Records Commission.

LEGAL REF.:

[5 ILCS 140/](#), Illinois Freedom of Information Act.

[105 ILCS 5/10-16](#) and [5/24A-7.1](#).

[820 ILCS 40/11](#).

[820 ILCS 130/5](#).

CROSS REF.: 2:140 (Communications To and From the Board), 5:150 (Personnel Records), 7:340 (Student Records)

ADOPTED: June 11, 2019

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

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Issue 110, October 2022

Document Status: Review and Monitoring

3:10 Goals and Objectives

The Superintendent directs the administration in order to manage the School District and to facilitate the implementation of a quality educational program in alignment with Board of Education policy 1:30, *School District Philosophy*. Specific goals and objectives are to: [PRESSPlus1](#)

1. Provide educational expertise.
2. Plan, organize, implement, and evaluate educational programs that will provide for students' mastery of the Illinois Learning Standards.
3. Meet or exceed student performance and academic improvement goals established by the Board.
4. Develop and maintain channels for communication between the school and community.
5. Develop an administrative procedures manual and handbooks for personnel and students that are in alignment with Board policy.
6. Manage the District's fiscal and business activities to ensure financial health, cost-effectiveness, and protection of the District's assets.
7. Provide for the proper use, reasonable care, and appropriate maintenance of the District's real and personal property, including buildings, equipment, and supplies.

LEGAL REF.:

[105 ILCS 5/10-16.7](#), [5/10-21.4](#), and [5/10-21.4a](#).

CROSS REF.: 1:30 (School District Philosophy), 2:20 (Powers and Duties of the Board of Education; Indemnification), 2:130 (Board Superintendent Relationship), 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the Superintendent), 3:60 (Administrative Responsibility of the Building Principal), 6:10 (Educational Philosophy and Objectives)

ADOPTED: June 11, 2019

PRESSPlus Comments

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re-adopted

Issue 110, October 2022

Document Status: District Use Only

OPERATIONAL SERVICES

4:55 Use of Credit and Procurement Cards

The Superintendent and employees designated by the Superintendent are authorized to use District credit and procurement cards to simplify the acquisition, receipt, and payment of purchases and travel expenses incurred on the District's behalf. Credit and procurement cards shall only be used for those expenses that are for the District's benefit and serve a valid and proper public purpose; they shall not be used for personal purchases. Cardholders are responsible for exercising due care and judgment and for acting in the District's best interests. [PRESSPlus1](#)

The Superintendent or designee shall manage the use of District credit and procurement cards by employees. It is the Board's responsibility, through the audit and approval process, to determine whether District credit and procurement card use by the Superintendent is appropriate.

In addition to the other limitations contained in this and other Board policies, District credit and procurement cards are governed by the following restrictions:

1. Credit and/or procurement cards may only be used to pay certain job-related expenses or to make purchases on behalf of the Board or District or any student activity fund, or for purposes that would otherwise be addressed through a conventional revolving fund.
2. The Superintendent or designee shall instruct the issuing bank to block the cards' use at unapproved merchants.
3. Each cardholder, other than the Superintendent, may charge no more than \$25000 in a single purchase and no more than \$5000 within a given month without prior authorization from the Superintendent.
4. ~~The Superintendent or designee must approve the use of a District credit or procurement card whenever such use is by telephone, fax, and the Internet. Permission shall be withheld when the use violates any Board policy, is from a vendor whose reputation has not been verified, or would be more expensive than if another available payment method were used.~~
5. The consequences for unauthorized purchases include, but are not limited to, reimbursing the District for the purchase amount, loss of cardholding privileges, and, if made by an employee, discipline up to and including discharge.
6. All cardholders must sign a statement affirming that they are familiar with this policy.
7. The Superintendent shall implement a process whereby all purchases using a District credit or procurement card are reviewed and approved by someone other than the cardholder or someone under the cardholder's supervision.
8. Cardholders must submit the original, itemized receipt to document all purchases.
9. No individual may use a District credit or procurement card to make purchases in a manner contrary to State law, including, but not limited to, the bidding and other purchasing requirements in [105 ILCS 5/10-20.21](#), or any Board policy.
10. The Superintendent or designee shall account for any financial or material reward or rebate offered by the company or institution issuing the District credit or procurement card and shall ensure that it is used for the District's benefit.

LEGAL REF.:

[105 ILCS 5/10-20.21.](#)

[23 Ill.Admin.Code §100.70\(d\).](#)

CROSS REF.: 4:50 (Payment Procedures), 4:60 (Purchases and Contracts), 4:80 (Accounting and Audits), 4:90 (Student Activity and Fiduciary Funds), 5:60 (Expenses)

ADOPTED: June 11, 2019

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

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Issue 110, October 2022

Document Status: Review and Monitoring

5:170 Copyright

Works Made for Hire [PRESSPlus1](#)

The Superintendent shall manage the development of instructional materials and computer programs by employees during the scope of their employment in accordance with State and federal laws and Board of Education policies. Whenever an employee is assigned to develop instructional materials and/or computer programs, or otherwise performs such work within the scope of his or her employment, it is assured the District shall be the owner of the copyright.

Copyright Compliance

While staff members may use appropriate supplementary materials, it is each staff member's responsibility to abide by the District's copyright compliance procedures and to obey the copyright laws. The District is not responsible for any violations of the copyright laws by its staff or students. A staff member should contact the Superintendent or designee whenever the staff member is uncertain about whether using or copying material complies with the District's procedures or is permissible under the law, or wants assistance on when and how to obtain proper authorization. No staff member shall, without first obtaining the permission of the Superintendent or designee, install or download any program on a District-owned computer. At no time shall it be necessary for a District staff member to violate copyright laws in order to properly perform his or her duties.

Copyright Infringement; Designation of District Digital Millennium Copyright Act (DMCA) Agent

The employee listed below receives complaints about copyright infringement within the use of the District's online services. The Superintendent or designee will register this information with the federal Copyright Office as required by federal law.

District DMCA Agent:

Nicholas Glenn

Name

1936 Green Bay Rd., Highland Park, IL

Address

[nglenn@nssd112.org](mailto:neglenn@nssd112.org)

Email

224-765-3063

Telephone

LEGAL REF.:

Federal Copyright Law of 1976, [17 U.S.C. §101](#) *et seq.*

[105 ILCS 5/10-23.10.](#)

CROSS REF.: 6:235 (Access to Electronic Networks)

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

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Issue 110, October 2022

Document Status: Review and Monitoring

5:190 Teacher Qualifications

A teacher, as the term is used in this policy, refers to a District employee who is required to be licensed under State law. The following qualifications apply: [PRESSPlus1](#)

1. Each teacher must:
 - a. Have a valid Illinois Professional Educator License issued by the State Superintendent of Education with the required endorsements as provided in the School Code.
 - b. Provide the District Office with a complete official transcript of credits earned in institutions of higher education.
 - c. On or before September 1 of each year, unless otherwise provided in an applicable collective bargaining agreement, provide the District Office with an official transcript of any credits earned since the date the last transcript was filed.
 - d. Notify the Superintendent of any change in the teacher's transcript.
2. All teachers working in a program supported with federal funds under Title I, Part A must meet applicable State certification and licensure requirements.

The Superintendent or designee shall:

1. Monitor compliance with State and federal law requirements that teachers be appropriately licensed;
2. Through incentives for voluntary transfers, professional development, recruiting programs, or other effective strategies, ensure that minority students and students from low-income families are not taught at higher rates than other students by unqualified, out-of-field, or inexperienced teachers; and
3. Ensure parents/guardians of students in schools receiving Title I funds are notified of their right to request their students' classroom teachers' professional qualifications.

LEGAL REF.:

[20 U.S.C. §6312\(e\)\(1\)\(A\)](#).

[105 ILCS 5/10-20.15](#), [5/21-11.4](#), [5/21B-15](#), [5/21B-20](#), [5/21B-25](#), and [5/24-23](#).

[23 Ill.Admin.Code §1.610 et seq.](#), [§1.705 et seq.](#), and [Part 25](#).

CROSS REF.: 6:170 (Title I Programs)

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that

each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

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Issue 110, October 2022

Document Status: Review and Monitoring

5:260 Student Teachers

The Superintendent is authorized to accept students from university-approved teacher-training programs to do student teaching in the District. No individual who has been convicted of a criminal offense that would subject him or her to license suspension or revocation pursuant to [Section 5/21B-80 of the School Code](#) or who has been found to be the perpetrator of sexual or physical abuse of a minor under 18 years of age pursuant to proceedings under Article II of the Juvenile Court Act of 1987 is permitted to student teach. [PRESSPlus1](#)

Before permitting an individual to student teach, begin a required internship, or participate in any field experience in the District, the Superintendent or designee shall ensure that:

1. The District performed a [105 ILCS 5/10-21.9\(g\) Check](#) as described below; and
2. The individual furnished evidence of physical fitness to perform assigned duties and freedom from communicable disease pursuant to [105 ILCS 5/24-5](#).

A [105 ILCS 5/10-21.9\(g\) Check](#) shall include:

1. Fingerprint-based checks through (a) the Illinois State Police (ISP) for criminal history records information (CHRI) pursuant to the Uniform Conviction Information Act ([20 ILCS 2635/1](#)), and (b) the FBI national crime information databases pursuant to the Adam Walsh Child Protection and Safety Act ([P.L. 109-248](#));
2. A check of the Illinois Sex Offender Registry (see the Sex Offender Community Notification Law ([730 ILCS 152/101 et seq.](#))); and
3. A check of the Illinois Murderer and Violent Offender Against Youth Registry (Murderer and Violent Offender Against Youth Community Notification Law ([730 ILCS 154/75-105](#))).

The School Code requires each individual student teaching or beginning a required internship to provide the District with written authorization for, and pay the costs of, his or her [105 ILCS 5/10-21.9\(g\) check](#) (including any applicable vendor's fees). Upon receipt of this authorization and payment, the Superintendent or designee will submit the student teacher's name, sex, race, date of birth, social security number, fingerprint images, and other identifiers, as prescribed by the Department of State Police, to the Department of State Police. The Superintendent or designee will provide each student teacher with a copy of his or her report.

Assignment

The Superintendent or designee shall be responsible for coordinating placements of all student teachers within the District. Student teachers should be assigned to supervising teachers whose qualifications are acceptable to the District and the students' respective colleges or universities.

LEGAL REF.:

Adam Walsh Child Protection and Safety Act, [P.L. 109-248](#).

Uniform Conviction Information Act, [20 ILCS 2635/1](#).

[105 ILCS 5/10-21.9](#), [5/10-22.34](#), and [5/24-5](#).

CROSS REF.: 4:175 (Convicted Child Sex Offender; Screening; Notifications), 5:190 (Teacher Qualifications)

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 110, October 2022

Document Status: Review and Monitoring

6:130 Program for the Gifted

The Superintendent or designee shall implement an education program for gifted and talented learners that will challenge and motivate academically advanced learners and engage them in appropriately differentiated learning experiences to develop their unique abilities. If the State Superintendent of Education issues a Request for Proposals because sufficient State funding is available to support local programs of gifted education, the Superintendent or designee shall inform the Board concerning the feasibility and advisability of developing a “plan for gifted education” that would qualify for State funding. [PRESSPlus1](#)

Eligibility to participate in the gifted program shall not be conditioned upon race, religion, sex, disability, or any factor other than the student’s identification as gifted or talented learner.

The School Board will monitor this program’s performance by meeting periodically with the Superintendent or designee to determine and/or review the indicators and data that evidence whether the educational program for gifted and talented learners is accomplishing its goals and objectives and is otherwise in compliance with this policy.

LEGAL REF.:

[105 ILCS 5/14A.](#)

[23 Ill.Admin.Code Part 227.](#)

CROSS REF.: 6:135 (Accelerated Placement Program)

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, “[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required.” IASB suggests that each policy in the Board’s policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 110, October 2022

Document Status: Review and Monitoring

6:270 Guidance and Counseling Program

The School District provides a guidance and counseling program for students. The Superintendent or designee shall direct the District's guidance and counseling program. School counseling services, as described by State law, may be performed by a qualified guidance specialist or any certificated staff member. [PRESSPlus1](#)

Each staff member is responsible for effectively guiding students under his/her supervision in order to provide early identification of intellectual, emotional, social, or physical needs, diagnosis of any learning disabilities, and development of educational potential. The District's counselors shall offer counseling to those students who require additional assistance.

LEGAL REF.:

[105 ILCS 5/10-22.24a](#) and [5/10-22.24b](#).

[23 Ill.Admin.Code §1.420\(q\)](#).

CROSS REF.: 6:50 (School Wellness), 6:65 (Student Social and Emotional Development), 6:110 (Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program), 6:120 (Education of Children with Disabilities), 6:130 (Program for the Gifted), 7:100 (Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students), 7:250 (Student Support Services), 7:290 (Suicide and Depression Awareness and Prevention)

ADOPTED: June 11, 2019

PRESSPlus Comments

PRESSPlus 1. This policy is suggested to be reviewed by the Board. According to policy 2:240, *Board Policy Development*, "[t]he Board will periodically review its policies for relevancy, monitor its policies for effectiveness, and consider whether any modifications are required." IASB suggests that each policy in the Board's policy manual be reviewed at a minimum of every five years. As part of the review, the Board may choose to:

- Compare the adopted version to the current PRESS sample (available at PRESS Online by logging in at www.iasb.com), discussing any differences and/or options noted in the footnotes to determine whether local changes are necessary
- Update the policy language due to changes in local conditions
- Make no changes, but update the adoption date to reflect that the policy has been reviewed and re-adopted

Issue 110, October 2022



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NORTH SHORE

SCHOOL DISTRICT 112

Date: January 17, 2023
To: Board of Education
From: Dr. Michael Lubelfeld, Superintendent
Subject: FOIA Requests
Policy Alignment: Policy 2:250-Access to Public Records
Disposition: Information

Executive Summary:

Board Policy 2:250 Access to Public Records requires the Superintendent or designee(s) to report to the Board any Freedom of Information (FOIA) requests and the status of the District's response at each regular Board meeting.

The following is a summary of recent requests the District received under the Freedom of Information Act:

- A request was made on January 11, 2023, by Jennifer Schonebaum from Denver Public Schools for a copy of the superintendent's contract. The District responded to the request on January 11, 2023.

Recommendation:

Information



**Board of Education Regular Meeting
1936 Green Bay Rd., Highland Park, IL 60035**

December 13, 2022

Open Session Minutes

*This meeting was streamed live and can be accessed online at
<https://vimeo.com/user133899354>*

Call to Order, Roll Call

President Brunk called the meeting to order at 7:05 p.m.

Members Present:

Alexander Brunk, Lisa Hirsh, Melissa Itkin, Dan Jenks, Art Kessler, Adam Kornblatt, Bennett Lasko

Members Absent

None

Administrators Present:

Dr. Michael Lubelfeld, Superintendent
Dr. Monica Schroeder, Deputy Superintendent
Dr. Kevin Ryan, Assistant Superintendent of Teaching and Learning
Mr. Jeremy Davis, Assistant Superintendent for Finance & Operations
Mr. Nicholas Glenn, Director of Communications

Approval of Agenda

President Brunk asked for a motion to approve the agenda as presented. Mr. Lasko moved and Mr. Kornblatt seconded the motion. Upon a voice vote, the agenda was unanimously approved.

Pledge of Allegiance

President Brunk led the Pledge of Allegiance.

Superintendent Report

- Dr. Lubelfeld thanked the community for voting in support of Phase 2 of the Long Facility Range Plan. 72% voted in favor of the referendum. The designs for the first renovation projects at Indian Trail, Ravinia and the Central Production Kitchen are underway.
- The administration is busy working on logistics for the numerous transitions needed before renovations begin.
 - The District Office will move from Green Bay to office space at 445 Sheridan Road in Highwood-Feb 2023 (5-year lease).
 - A lease for off-site warehouse space is being sought to accommodate the contents of the current warehouse at Indian Trail. (Board approval Jan. 2023)

- The warehouse at Indian Trail will be vacated to prepare for the transformation into the District Central Production Kitchen - March 2023.
- Edgewood students will move out of Elm Place and relocate to the new Edgewood building - March 2023.
- The Early Childhood Center will move out of Green Bay to Lincoln - June 2023.
- Indian Trail will move to Elm Place - June 2023.
- Ravinia will move to Green Bay - June 2023
- Dr. Lubelfeld thanked everyone that made the Day of Giving event at Northwood a success. The annual event provided many local families with many needed items.
- Dr. Lubelfeld attended the Choose Love community event that took place on December 7 at Northwood. The speakers were very powerful and the event was recorded and available for everyone to view at <https://vimeo.com/780255340>
- Winter Break will begin on December 23 with students returning to school on January 9. Dr. Lubelfeld wished everyone Happy Holidays and a Happy New Year.
- The community will celebrate Martin Luther King Jr. Day on January 16 with the City of Highland Park's annual Day of Service event. Details can be found on the City's website.

School Presentation - Ravinia Elementary School

Students from Ravinia Elementary School and Ravinia Principal Ms. Nordstrom presented on social emotional learning (SEL). Ms. Nordstrom spoke about the five focus areas for social emotional learning including, self-awareness, self-management, responsible decision-making, relationship skills and social awareness. The students talked about Calm Classroom and how they have learned regulation strategies to practice throughout the day that helped them relax and clear their heads. They demonstrated and led the board through a classroom activity called Sun Breathing. Sown to Grow is a weekly check-in where students are invited to write and share their current feelings and answer a written prompt. The teacher reviews the students' responses and provides written feedback and follows up with students who they feel may need emotional support. The students like that it's a safe place to share their feelings and teachers feel it helps them build stronger relationships with their students. Second Steps is another SEL program implemented in grades K-5 and includes units on skills for listening, empathy, emotional management, problem-solving friendship skills, and bullying prevention. First Grade students talked about learning how to recognize how others may be feeling and did an activity with the Board.

112 Education Foundation Presentation

D112 Education Foundation Executive Director, Susan Kaden and Co-Presidents, Christine Aerroela and Elaine Weinberg, presented highlights of the Foundation's work over the past year. Since the Foundation began in 1995, the Foundation has donated over \$1,000,000 to District 112 students and schools. Through donations and fundraising efforts they have been able to provide nearly \$570,000 in grants, \$180,000 for author visits, and \$600,000 in needs-based scholarships. Annual fundraising efforts in 2022 included the FUNd Run, which raised a record high of \$43,000 for need-based scholarships. Donations received from individuals and corporations fund the grant program, the Reel Film Festival, and the Robot Revolution. The annual iRead read-a-thon funds the schools' author visits and this year's kick-off is scheduled for January 21, 2023 in partnership with the Highland Park and Highwood Public Libraries. The annual Reel Film Festival continues to be a popular event for elementary and

middle school student filmmakers. The Reel Film Festival will be held in May at the Renaissance Theater. The Foundation is proud to continue its partnership with the Ravinia Music Festival to provide Artist in Residence concerts for middle school band orchestra/chorus students. They also coordinate concerts for 4th & 5th graders at Ravinia Festival. The annual Kids Go Classic is a popular event for families over the summer. Families are encouraged to honor a teacher or any staff member by making a donation through the High Five a Teacher program. Information can be found on the Foundation website. It was noted that the Foundation has seen a substantial loss in fundraising revenue due to the discontinuation of the vehicle sticker partnership with the City of Highland Park. Donations can be made directly at 112foundation.org. Dr. Lubelfeld and members of the Board thanked the Foundation for their support and enriching educational opportunities for all students.

Long Range Plan Phase 2 Update

Dr. Lubelfeld reported that prior to the Board meeting, the Facilities Committee met with architects from Wight and the project executive from Gilbane. The architects shared initial floor plans and renderings for Ravinia, Indian Trail and the Central Production Kitchen. The architects continue to meet regularly with the Design Advisory Group and the Central Kitchen Advisory Committee to refine designs and balance modern needs with historical charm. Plans are to share the refined drafts of Ravinia with the staff in December and the Indian Trail designs with staff in February, when they are completed.

Mutual Exchange of Real Property with the Park District of Highland Park

Dr. Lubelfeld explained that the Park District of Highland Park owns a small parcel of land adjacent to Ravinia School known as May T. Watts Park and District 112 owns a small parcel at West Ridge Center and another at West Ridge Park, as well as a parcel at Kennedy Park. The administration believes it is beneficial and in the best long-term interest of both parties to mutually exchange the public properties with one another. In consultation with the Park District, an Intergovernmental Agreement and Resolution was drafted by legal counsel detailing the mutual exchange of properties. As part of agreement, the Park District will assume ownership of the lease with Highland Park Community Nursery School & Daycare Center on the West Ridge property, and the School District will maintain a portion of the current May T. Watts park property at Ravinia as a nature preserve to the extent consistent with District 112's use of the property for school purposes. The Board will be asked to approve the Resolution and Agreement later on the agenda.

Student Services Report - Illinois Youth Survey & Prevention of Bullying

Dr. Lubelfeld shared highlights from the 2022 Illinois Youth Survey (IYS) and provided an overview on the District's efforts to prevent bullying. The IYS, funded by the Illinois Department of Human Services, is an optional anonymous survey offered every two years to Illinois students in Grades 8, 10 and 12 and designed to gather information about a variety of health and social indicators including substance use patterns and attitudes. Dr. Lubelfeld reported that last spring, a total of 238 District 112 8th graders chose to participate in the survey (49% of Edgewood & 81% of Northwood). When asked about substance use, between 1% and 3% of students reported they had used either marijuana, e-cigarettes or prescription drugs over the past 30 days, while 8% said they had consumed alcohol. Students reported that they felt it is "hard" or "sort of hard" to obtain these types of substances (between 76% & 92%). Of the students that

used alcohol, 47% said they consumed it with their parents permission and 41% said they used it during a social situation (from a friend or at a party, etc.) The survey data was compared with previous years results and appeared to be mostly consistent, aside from the 2020 survey (start of the pandemic). Students were asked about their experiences with bullying on the survey and 32% reported feeling bullied at least once during their lifetime. It was noted that the percentage of students reporting various types of bullying decreased over previous years. Dr. Lubelfeld provided an overview on the Prevention of and Response to Bullying, which is guided by Board Policy 7:180. He discussed the definition of bullying, the procedures for reporting bullying and the steps the District uses to investigate allegations. In the classroom, teachers use Second Steps, a social emotional curricular resource, to teach students how to recognize and respond to bullying.

Humanex Family Engagement Survey Report

Dr. Lubelfeld presented the results of the recent Humanex Family Engagement Survey. This was the fifth consecutive year the anonymous online survey was offered to parents. 1,046 parents participated and they responded to 43 statements that asked their perceptions about the school environment, safety, learning, teachers, the principal, the superintendent, the school district and the mission. The overall district results show improvement in all 8 dimensions over last year. 66.87% of parents are highly satisfied and have high pride in their school and 94.3% are moderate to highly satisfied and have high pride in their school. The results show a positive trend since 2018. The principals will review individual school results with their staff and determine goal areas and action plans.

Freedom of Information Act Requests

The Board was informed of the following requests the District received under the Freedom of Information Act:

- A request was made on November 22, 2022, by Sydney Ryan from the Lake County Federation of Teachers for various information pertaining to the District's workload plan for educators. The District responded to the request on November 29, 2022.

Public Comments Related to Matters on the Agenda

Zach Waikman, Board President of the Highland Park Community Early Learning Center, thanked the Board for recognizing HPC as an important part of the community.

Consent Agenda

The Board utilizes a consent agenda for various routine action items, which allows the Board to approve items in a single motion unless the Board or the Superintendent requests otherwise. The following items were presented to the Board for approval as part of the Consent Agenda:

- Regular Meeting Minutes - November 29, 2022
- Closed Session Meeting Minutes - November 29, 2022
- Bill List
- Treasurer's Report - November 2022
- Destruction of Closed Session Recordings from June 8, 2021 & June 24, 2021
- Request to Dispose, Sell or Recycle Surplus Goods - damaged/outdated books from Braeside, outdated EL screeners and misc. special education curricular materials from the Department of Student Services.

- Open Closed Session Meeting Minutes - The Board acknowledged the completion of the semi-annual review of closed session minutes and accepted the recommendation to keep the closed minutes from May 2022 through October 2022 confidential.

President Brunk asked for a motion to approve the consent agenda, as presented. Mr. Kornblatt moved and Mr. Jenks seconded the motion. President Brunk requested a roll call vote:

AYES: Brunk, Hirsh, Itkin, Jenks, Kessler, Kornblatt, Lasko

NAYS: None

The motion passed.

Renew Lease Agreement - Hilco Realty Management for Parking at Green Bay

The Board was presented with a five-month lease renewal for Hilco Realty. The lease provides Hilco tenants access to 20 parking spaces at Green Bay School during non-school hours. As discussed in November, the terms of the lease run from January 1, 2023, through May 30, 2023, at a monthly cost of \$586.66. President Brunk asked for a motion to approve the lease as presented. Mr. Jenks moved and Mr. Kornblatt seconded the motion. President Brunk requested a roll call vote:

AYES: Brunk, Hirsh, Itkin, Jenks, Kessler, Kornblatt, Lasko

NAYS: None

The motion passed.

Renew Lease Agreement - 2020 St. Johns Condominium Association for Parking at Indian Trail

The Board was presented with a five-month lease renewal for the 2020 St. Johns Condominium Association for 6 parking spaces at Indian Trail during non-school hours. As discussed in November the terms of the lease run from January 1, 2023 through May 30, 2023 at a monthly cost \$172.26. President Brunk asked for a motion to approve the lease, as presented. Mr. Jenks moved and Mr. Kornblatt seconded the motion. President Brunk requested a roll call vote:

AYES: Brunk, Hirsh, Itkin, Jenks, Kessler, Kornblatt, Lasko

NAYS: None

The motion passed.

Approve Resolution 221213 Authorizing The Mutual Exchange of Real Property and Intergovernmental Agreement With The Park District Of Highland Park

The Board was presented with a Resolution and Intergovernmental Agreement pertaining to mutual exchange of property with the Park District of Highland Park. District 112 owns parcels of land adjacent to the Park District of Highland Park's West Ridge Center and at Kennedy Park. The Park District of Highland Park owns land adjacent to Ravinia Elementary School. The administration believes it is beneficial and in the best long-term interest of both parties to mutually exchange public properties with one another. In exchange for the District 112-owned properties adjacent to West Ridge Park, at the entrance to West Ridge Center (the "triangle"), and the parcel at Kennedy Park, the Park District will convey to District 112 the land adjacent to

Ravinia School, which includes the historic nature preserve known as May T. Watts Park. The Park District will assume ownership of the lease with Highland Park Community Early Learning Center on the West Ridge property, and the School District will maintain a portion of the current park property at Ravinia as a nature preserve to the extent consistent with District 112's use of the property for school purposes. President Brunk asked for a motion to approve Resolution 221213 Authorizing The Mutual Exchange of Real Property and Intergovernmental Agreement With The Park District Of Highland Park, as presented. Mr. Jenks moved and Mr. Lasko seconded the motion. President Brunk requested a roll call vote:

AYES: Brunk, Hirsh, Itkin, Jenks, Kessler, Kornblatt, Lasko

NAYS: None

The motion passed.

Approve Lease Agreement for Office Space at 445 Sheridan Rd., Highwood

As part of the upcoming Phase 2 renovation plan, Green Bay School will be used as a swing site for Ravinia Elementary students starting in the fall 2023. This will require the administrative offices and preschool, currently housed at Green Bay to be relocated. Plans are to move the preschool to renovated classroom spaces at Lincoln and relocate the administrative offices to rented office space. The executive administration looked at several properties within the District 112 boundaries and is recommending office rental space at 445 Sheridan Road in Highwood (Viti Building) The proposed space is large enough to meet the needs with minimal renovations and is competitively priced for the area. The total cost of the lease will be \$244,800 per year, plus utilities. The lease would be for a period of five years, beginning January 1, 2023, with 3% escalations in years three and five. President Brunk asked for a motion to approve a lease for office space at 445 Sheridan Rd., Highwood, IL beginning January 1, 2023 through December 31, 2027, as presented. Mr. Jenks moved and Ms. Hirsh seconded the motion. President Brunk requested a roll call vote:

AYES: Brunk, Hirsh, Itkin, Jenks, Kessler, Kornblatt, Lasko

NAYS: None

The motion passed.

Public Comments

There were no comments.

Committee/Liaison Reports.

- **Facilities Committee** - Mr. Kornblatt reported that the Finance Committee met prior to the Board meeting and received an update from Wight and Gilbane on the designs for Indian Trail, Ravinia and the Central Production Kitchen.
- **True North** - Ms. Hirsh recently attended the TASH conference. She felt it was an amazing experience to be among educators that promote inclusive practices in all areas of life. The first phase of renovations at the Rubloff building (to house NSA-e) was approved and is being funded from reserves. Phase 2 is being discussed and will need to address professional development space and transition programs and they are looking at possible special assessment from member districts.

- **Policy Committee** -The Policy Committee will meet in January.
- **Finance Committee** - The Finance Committee will meet in January to discuss next year's student fees and 5-year projections.
- **BPAC** - President Brunk attended the recent BPAC meeting and heard a valuable presentation from a professor about dual language programs. She spoke about tracking and program challenges that are seen all over the country. Many of the recommendations she provided were in line with what District 112 is doing.

Board/Superintendent Other

- Dr. Lubefeld noted that the Highland Park Poetry Club's 2023 Poetry Challenge has been announced and the deadline for submissions is January 21. More info can be found at <http://www.highlandparkpoetry.org>
- Dr. Lubefeld thanked the Highland Park Neighbors Magazine for publishing an article that Nicholas Glenn, NSSD112 Director of Communication wrote for the community about the timeline for Phase 2 renovations and the Day of Giving Event at Edgewood.
- Dr. Lubefeld thanked Scott Coren, Highwood City Manager and Ghida Neukirch, Highland Park City Manager for their tremendous help with finding real estate for the temporary relocation of the District Office.

Adjourn to Closed Session

President Brunk asked for a motion to adjourn to closed session to discuss:

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2 (c)(1)
- Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. 5 ILCS 120/2(c)(11).
- The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).
- Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2)
- The purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired. 5ILCS 120/2(c)(5)

Mr. Jenks moved and Ms. Hirsh seconded the motion to adjourn to closed session. President Brunk requested a roll call vote:

AYES: Brunk, Hirsh, Itkin, Jenks, Kessler, Kornblatt, Lasko

NAYS: None

The motion passed.

The Board adjourned to closed session at 9:03 p.m

Reconvene to Open Session

The Board reconvened to open session at 10:18 p.m.

Adjournment

President Brunk asked for a motion to adjourn the regular meeting. Mr. Jenks moved and Mr. Kornblatt seconded the motion to adjourn. The motion was approved by voice vote.

The meeting adjourned at 10:19 p.m.

Alexander Brunk, President

Melissa Itkin, Secretary

Date of Approval: January 17, 2023



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NORTH SHORE

SCHOOL DISTRICT 112

Revised on 1/17/23

Date: January 17, 2023

To: Dr. Michael Lubelfeld, Superintendent of Schools
Members of the Board of Education

From: Dr. Monica Schroeder, Deputy Superintendent

Subject: Personnel Recommendations

Policy Alignment: Policy 5:30 Hiring Process and Criteria

CLASSIFIED PERSONNEL

<u>NAME</u>	<u>FTE</u>	<u>POSITION</u>	<u>SCHOOL</u>	<u>EFFECTIVE DATE</u>
Fred Downey	1.0	Receptionist/ Vestibule Clerk	EW	12/19/22
Beronica Arredondo	1.0	Administrative Assistant	BR	1/9/23
Heidi Bartelstein	1.0	Administrative Assistant	IT	1/9/23

CLASSIFIED PERSONNEL TRANSFER

<u>NAME</u>	<u>OLD POSITION</u>	<u>OLD HRS</u>	<u>OLD BLDG.</u>	<u>OLD MOS</u>	<u>NEW POSITION</u>	<u>NEW HRS</u>	<u>NEW BLDG.</u>	<u>NEW MOS</u>	<u>EFFEC DATE</u>
*Maggie Roman	Administrative Assistant	7	GB	10	Receptionist	8	DO	12	2/6/23

CERTIFIED STAFF RETIREMENT

<u>NAME</u>	<u>FTE</u>	<u>POSITION</u>	<u>SCHOOL</u>	<u>EFFECTIVE DATE</u>
Andrea Simon	1.0	4th Grade Teacher	BR	2026-2027
Mark Lehman	1.0	Math Teacher	EW	2026-2027

CERTIFIED PERSONNEL RESIGNATION

<u>NAME</u>	<u>FTE</u>	<u>POSITION</u>	<u>SCHOOL</u>	<u>EFFECTIVE DATE</u>
Taylor Wise	1.0	Social Worker	IT	9/28/22
Philip Taylor	1.0	Special Education Resource Teacher	RA	11/18/22

CLASSIFIED PERSONNEL RESIGNATION

<u>NAME</u>	<u>FTE</u>	<u>POSITION</u>	<u>SCHOOL</u>	<u>EFFECTIVE DATE</u>
Eve Jasso	1.0	Technology Specialist	DO	1/17/23
Nancy Gallo	1.0	Administrative Assistant	DO	1/6/23

*These changes were added after the original posting.

Recommendation:

Roll call vote to approve the Personnel Report, as presented.

Board of Education

North Shore School District 112
Highland Park, Illinois

January 17, 2023

To the Board of Education:

We present for your approval for payment the following vendor disbursements:

EDUCATION FUND:	\$ 3,283,800.95
FOOD SERVICES:	\$ 46,747.47
OPERATIONS & MAINTENANCE:	\$ 752,099.81
TRANSPORTATION FUND:	\$ 1,409,055.24
EDGEWOOD CONSTRUCTION ACCOUNT:	\$ 3,565,730.24
CAPITAL PROJECT:	\$ 2,274,682.26
ACTIVITY FUND:	\$ 12,675.18
TOTAL	\$ 11,344,791.15

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1015014	FACILITY ENGINEERING ASSOCIATE	01/17/2023	26655	8/28/22-11/13/22 SECURITY ASSESSMENT PROJ#R10.2022.0004 41	2502300192	35,500.00	35,500.00
60E080	2540 5000 96 000000			SECURITY 2022 REFERENDUM/RAVINIA/OPER. & MAINT./CAPITAL		3,500.00	
60E040	2540 5000 96 000000			SECURITY 2022 REFERENDUM/INDIAN TRAIL/OPER. & MAINT./CA		3,500.00	
60E010	2540 5000 96 000000			SECURITY 2022 REFERENDUM/BRAESIDE/OPER. & MAINT./CAPITA		3,500.00	
60E060	2540 5000 96 000000			SECURITY 2022 REFERENDUM/NORTHWOOD/OPER. & MAINT./CAPIT		4,000.00	
60E070	2540 5000 96 000000			SECURITY 2022 REFERENDUM/OAK TERRACE/OPER. & MAINT./CAP		3,500.00	
60E090	2540 5000 96 000000			SECURITY 2022 REFERENDUM/RED OAK/OPER. & MAINT./CAPITAL		3,500.00	
60E100	2540 5000 96 000000			SECURITY 2022 REFERENDUM/SHERWOOD/OPER. & MAINT./CAPITA		3,500.00	
60E110	2540 5000 96 000000			SECURITY 2022 REFERENDUM/WAYNE THOMAS/OPER. & MAINT./CA		3,500.00	
60E020	2540 5000 96 000000			SECURITY 2022 REFERENDUM/EDGEWOOD/OPER. & MAINT./CAPITA		4,000.00	
60E120	2540 5000 96 000000			SECURITY 2022 REFERENDUM/GREEN BAY SCHOOL/OPER. & MAINT		3,000.00	

1 Computer Check(s) For a Total of 35,500.00

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	1	Computer	Checks For a Total of	35,500.00
Total For	1	Manual, Wire Tran, ACH & Computer	Checks	35,500.00
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	35,500.00

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
60	SECURITY 2022 REFERENDUM	0.00	0.00	35,500.00	35,500.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
2000829	HERFF JONES YEARBOOKS	01/17/2023	17147-000-2023	YEARBOOK DEPOSIT/EW	202300062	4,462.35	4,462.35
99L000	9011 0000 00 000000		EDGEWOOD YEARBOOK/NS			4,462.35	
2000830	SCHOLASTIC BOOK FAIRS	01/17/2023	W5200080BF	Scholastic Book Fair	402300086	2,144.37	4,704.80
99L000	9059 0000 00 000000		INDIAN TRAIL LIBRARY/NS			2,144.37	
			W5200979BF	BOOK FAIR INVOICE/EW	202300066	2,560.43	
99L000	9000 0000 00 000000		EDGEWOOD BOOKFAIR/NS			2,560.43	
2000831	SDI Innovations	01/17/2023	S22-0249164	AGENDA BOOKS/AF/NW	602300120	207.11	207.11
99L000	9026 0000 00 000000		NORTHWOODS AGENDA/NS			207.11	
				3 Computer	Check(s) For a Total of		9,374.26

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	3	Computer	Checks For a Total of	9,374.26
Total For	3	Manual, Wire Tran,	ACH & Computer Checks	9,374.26
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	9,374.26

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
99	ACTIVITY FUND	9,374.26	0.00	0.00	9,374.26

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
222300207	ALYSON FLICHER	01/17/2023	01102023	HEALTH SERVICES - PURCHASED SERVICES - MALPRACTICE INSURANCE - A.FLICHER JANUARY 2023 HEALTH SERVICES - PROF DEVELOPMENT - HEARING/VISION RECERTIFICATION - A.FLICHER	2122300281	176.00	176.00
10E200	2130 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/HEALTH SERVICES/PURCHASED		60.00	
10E200	2130 3000 27 000000			EDUCATION FUND/DISTRICT WIDE/HEALTH SERVICES/PURCHASED		116.00	
222300208	NIHIP	01/17/2023	01022023	2022-23 HEALTH INSURANCE PREMIUM	2502300185	628,946.21	628,946.21
10E200	2610 2220 22 000000			EDUCATION FUND/DISTRICT WIDE/DISTRICT BENEFITS/MEDICAL		628,946.21	
222300209	ROBERT A SINGER	01/17/2023	01102023	MILEAGE REIMBURSEMENT FROM AUGUST-DECEMBER 2022	2122300284	264.96	264.96
10E200	1200 3000 30 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		264.96	
				3 ACH	Check(s) For a Total of	629,387.17	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1014808	8X8 INC	01/17/2023	3671217	TELEPHONE EXPENSE	5552300176	4,250.67	17,023.83
10E200	2220 3000 42 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		4,250.67	
			3672451	TELEPHONE VOIP SYSTEM	5552300023	660.00	
10E200	2220 3000 42 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		660.00	
			3678204	TELEPHONE VOIP SYSTEM	5552300023	12,113.16	
10E200	2220 3000 42 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		12,113.16	
1014809	AAA LOCK & KEY***	01/17/2023	582534	AAA LOCK AND KEY BPO	2502300015	670.00	840.00
20E200	2540 3210 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		670.00	
			582535	AAA LOCK AND KEY BPO	2502300015	35.00	
20E200	2540 3210 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		35.00	
			582536	AAA LOCK AND KEY BPO	2502300015	135.00	
20E200	2540 3210 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		135.00	
1014810	ACCURATE BIOMETRICS	01/17/2023	388112212	CRIMINAL BACKGROUND CHECKS/SCHROEDER	2002300030	550.00	550.00
10E200	2642 3102 38 000000			EDUCATION FUND/DISTRICT WIDE/PERSONNEL/CRIMINAL BACKGRO		550.00	
1014811	ALEXIAN BROTHERS BEHAVIORIAL HO	01/17/2023	8106762-1	STUDENT SERVICES - PURCHASED SERVICES - INVOICE #8106762-1- NOVEMBER 2022 - HOSPITAL TUTORING - EW	2122300279	210.00	210.00
10E200	2190 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/PURCHASED		210.00	
1014812	Vendor Continued Void	01/17/2023					0.00
1014813	Vendor Continued Void	01/17/2023					0.00
1014814	Vendor Continued Void	01/17/2023					0.00
1014815	Vendor Continued Void	01/17/2023					0.00
1014816	Vendor Continued Void	01/17/2023					0.00
1014817	Vendor Continued Void	01/17/2023					0.00
1014818	Vendor Continued Void	01/17/2023					0.00
1014819	Vendor Continued Void	01/17/2023					0.00
1014820	Vendor Continued Void	01/17/2023					0.00
1014821	Vendor Continued Void	01/17/2023					0.00
1014822	Vendor Continued Void	01/17/2023					0.00
1014823	Vendor Continued Void	01/17/2023					0.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1014824	AMAZON	01/17/2023	116D-DHKW-KTV1	2022-2023 - SUPPLIES AND MATERIALS - PD	2102300173	18.00	6,173.80
10E200	2210 4000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		18.00	
10E120	1125 4000 50 000000		117C-6TKP-6MG4	GENERAL SUPPLIES	1202300040	118.02	
				EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		118.02	
10E200	2210 4000 55 000000		119G-6RXR-3GL1	2022-2023 - SUPPLIES AND MATERIALS - CMA	2102300138	19.98	
				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		19.98	
10E060	1100 4000 50 000000		11H4-XYFF-LP4D	MORE ITEMS NEEDED FOR DAY OF GIVING/CC/NW	602300098	62.77	
				EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		62.77	
10E120	1125 4000 50 000000		11JJ-V17J-RMNQ	GENERAL SUPPLIES	1202300041	72.01	
				EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		72.01	
10E010	1100 4000 50 000000		13P1-MLV4-1PGN	BR/POST IT NOTES FOR 2ND GRADE	102300067	84.99	
				EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/SUPPLIES AND M		84.99	
10E060	2410 3000 35 000000		14LK-7KLP-67L6	BOOK ORDERED FOR AP RAICH/NW/MR	602300093	41.94	
				EDUCATION FUND/NORTHWOOD/PRINCIPAL/PURCHASED SERVICES/P		41.94	
10E010	1100 4000 50 000000		14P3-K6QL-3CRJ	BR/FIDGET TOYS FOR 5TH GRADERS	102300076	14.99	
				EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/SUPPLIES AND M		14.99	
10E120	1125 4000 50 000000		14TP-737K-GMQN	GENERAL SUPPLIES	1202300039	9.99	
				EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		9.99	
10E080	1100 4000 50 000000		16PX-7Y3L-6LQH	AMAZON/ORCHSAFETY/ RA	802300032	100.30	
				EDUCATION FUND/RAVINIA/REGULAR PROGRAMS/SUPPLIES AND MA		100.30	
10E200	2220 3000 42 000000		16QT-CYCY-KF47	TELEPHONE EXPENSE	5552300187	124.90	
				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		124.90	
10E120	1125 4000 50 000000		16WH-RMJN-6G1G	GENERAL SUPPLIES	1202300039	99.98	
				EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		99.98	
10E020	1100 4000 50 000000		17C9-HQ1W-7J1X	GENERAL SUPPLIES/EW	202300069	24.99	
				EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M		24.99	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			17CX-WK3F-3MK1	HEALTH OFFICE SUPPLIES/EW	202300059	86.74	
10E020	1100 4000 50 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M		86.74	
			17HX-YFNW-6NNJ	BR/LIGHT FILTERS FOR OVER THE FLOURESCENT LIGHTS	102300075	34.99	
10E010	1100 4000 50 000000			EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/SUPPLIES AND M		34.99	
			17KX-7F1M-G6T6	BOOKS NEEDED FOR TEACHER DEVELOPMENT/WK/NW	602300121	40.50	
10E060	1100 3000 35 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		40.50	
			17M9-KWH1-TGGX	2022-2023 - SUPPLIES AND MATERIALS - FOUNDATION GRANT	2102300163	107.36	
10E200	1100 4000 50 192004			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/SUPPLIES		107.36	
			193M-TLYL-KQ4L	2022-2023 - SUPPLIES AND MATERIALS - CMA	2102300170	29.87	
10E200	2210 4000 55 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		29.87	
			197D-NPY4-1T9Y	AMAZON/OFFICE/RA	802300028	34.37	
10E080	1100 4000 50 000000			EDUCATION FUND/RAVINIA/REGULAR PROGRAMS/SUPPLIES AND MA		34.37	
			19DF-3RFV-6931	2022-2023 - SUPPLIES AND MATERIALS - CMA	2102300168	143.91	
10E200	2210 4000 55 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		143.91	
			19DF-LPRW-HV9M	TAPE NEEDED FOR WRESTLING MATS/JM/NW	602300118	139.99	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		139.99	
			1CJL-6YT9-4TPX	BR/3RD GRADE CLASSROOM CALENDAR	102300074	10.98	
10E010	1100 4000 50 000000			EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/SUPPLIES AND M		10.98	
			1CLT-WK9D-1X3V	STUDENT SUPPLIES FOR IT AND OT	2122300197	171.96	
10E200	1200 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		171.96	
			1D4F-7TTC-RNPP	GENERAL SUPPLIES	1202300039	315.77	
10E120	1125 4000 50 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		315.77	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			1FGQ-R4XX-Q4GK	BATTERIES NEEDED FOR TUNERS FOR UKLEHES/AJH/NW	602300099	17.08	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		17.08	
			1FGQ-R4XX-WTCQ	2022-2023 - SUPPLIES AND MATERIALS - FOUNDATION GRANT	2102300160	224.98	
10E200	1100 4000 50 192004			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/SUPPLIES		224.98	
			1G67-47PD-4VTM	AMAZON/OFFICE/RA	802300028	17.98	
10E080	1100 4000 50 000000			EDUCATION FUND/RAVINIA/REGULAR PROGRAMS/SUPPLIES AND MA		17.98	
			1G67-47PD-LHC7	BR/GAMES FOR SAIL PROGRAM	102300068	176.14	
10E010	1100 3000 38 000000			EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/PURCHASED SERV		176.14	
			1GGJ-N9DX-4RMD	GENERAL SUPPLIES	1202300015	407.16	
10E120	1125 4000 50 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		407.16	
			1GP3-77M7-6M77	BR/HEALTH OFFICE ITEMS FOR NEW NURSE'S OFFICE	102300072	44.30	
10E010	1100 4000 50 000000			EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/SUPPLIES AND M		44.30	
			1GP7-6HMG-KTPN	BR/ALO ITEMS INCLUDING MATH BLOCKS, PATTERN BLOCKS AND WOODEN GEOMETRIC SHAPED UPSCALE BLOCKS	102300070	130.75	
10E010	1100 4000 50 000000			EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/SUPPLIES AND M		130.75	
			1GRC-WNRY-6W7J	2022-2023 - SUPPLIES AND MATERIALS - CMA	2102300176	18.99	
10E200	2210 4000 55 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		18.99	
			1GW4-6749-419G	AMAZON/OFFICE/RA	802300028	74.60	
10E080	1100 4000 50 000000			EDUCATION FUND/RAVINIA/REGULAR PROGRAMS/SUPPLIES AND MA		74.60	
			1HW9-NCJ3-3C7H	BR/NEW PENCIL SHARPENERS, NEW CALENDAR, NEW CLAMPS	102300073	48.97	
10E010	1100 4000 50 000000			EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/SUPPLIES AND M		48.97	
			1HX1-VXXC-7TCF	STUDENT SERVICES SUPPLIES	2122300272	17.98	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200	2190 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/SUPPLIES		17.98	
			1JC9-PVJY-KGQW	SUPPLIES/OT	702300086	9.99	
10E070	1100 4000 50 000000			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		9.99	
			1K6Q-6GW6-Q1VV	GENERAL SUPPLIES	1202300041	503.65	
10E120	1125 4000 50 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		503.65	
			1K9T-JWV9-47QT	2022-2023 - SUPPLIES AND MATERIALS - FOUNDATION GHRANT	2102300154	63.96	
10E200	1100 4000 50 192004			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/SUPPLIES		63.96	
			1KLY-W3WT-3QYC	GRAPH PAPER NEEDED FOR STUDENT SERVICES PER RAICH/MR/NW	602300113	9.98	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		9.98	
			1KP7-DGRJ-GJMM	2022-2023 - SUPPLIES AND MATERIALS - PD	2102300173	127.68	
10E200	2210 4000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		127.68	
			1L3C-HDMP-FJ7P	AMAZON/PROF.DEVELO PMENT/RA	802300029	319.50	
10E080	1100 3000 35 000000			EDUCATION FUND/RAVINIA/REGULAR PROGRAMS/PURCHASED SERVI		319.50	
			1LRD-QGCK-JJM9	REPAIR	5552300175	23.80	
10E200	2220 4000 31 190000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/SUPPLIES AND MAT		23.80	
			1LTV-3KNJ-PK1T	2022-2023 - SUPPLIES AND MATERIALS - CMA	2102300169	18.99	
10E200	2210 4000 55 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		18.99	
			1LYV-KXLY-3C7Y	2022-2023 - SUPPLIES AND MATERIALS - CMA	2102300166	52.00	
10E200	2210 4000 55 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		52.00	
			1N6P-7V1F-94YK	OFFICE SUPPLIES	2502300186	152.97	
10E200	2520 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/SUPPLIES A		152.97	
			1NVR-1741-6T3J	ITEMS NEEDED FOR SPEC ED STUDENT TO HELP WITH SENSORY/MR/NW	602300112	41.57	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		41.57	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			1PKT-4GKF-1RXY	2022-2023 - SUPPLIES AND MATERIALS - FOUNDATION GRANT	2102300165	154.57	
10E200	1100 4000 50 192004			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/SUPPLIES		154.57	
			1PXJ-MDDK-HYKM	SUPPLIES	5552300184	87.35	
10E200	2220 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/SUPPLIES AND MAT		27.98	
10E200	2220 4000 65 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/SUPPLIES AND MAT		59.37	
			1QNM-6K3P-3NXF	2022-2023 - SUPPLIES AND MATERIALS - CMA	2102300171	38.44	
10E200	2210 4000 55 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		38.44	
			1RVQ-6D1K-TNC3	CLASSROOM SUPPLY FOR RATNER/FR/NW	602300102	57.65	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		57.65	
			1T4R-GPCY-9VMY	SUPPLIES/OT	702300086	135.88	
10E070	1100 4000 50 000000			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		135.88	
			1TCP-71C1-WMQG	SCHOOL SUPPLIES	902300068	405.35	
10E090	1100 4000 50 000000			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA		405.35	
			1TGD-WYG7-DFQ6	SUPPLIES	5552300179	39.90	
10E200	2220 4000 65 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/SUPPLIES AND MAT		39.90	
			1TNF-7XV6-479R	AMAZON/OFFICE/RA	802300031	169.66	
10E080	1100 4000 50 000000			EDUCATION FUND/RAVINIA/REGULAR PROGRAMS/SUPPLIES AND MA		169.66	
			1TPV-F3QP-7HXL	COFFEE/TEA/SNACKS	2302300049	59.26	
10E200	2310 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/BOARD OF ED./SUPPLIES AND		59.26	
			1TTM-NLQK-3VFN	SUPPLIES, OTHER	5552300174	79.99	
10E200	2220 4000 65 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/SUPPLIES AND MAT		79.99	
			1V3M-4PNC-VWGT	STUDENT SUPPLIES FOR SW, OT, EW, GB	2122300221	124.80	
10E200	1200 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		124.80	
			1VFR-RQMF-7WNJ	AMAZON/OFFICE/WT	1102300061	51.47	
10E110	1100 4000 50 000000			EDUCATION FUND/WAYNE THOMAS/REGULAR PROGRAMS/SUPPLIES A		51.47	
			1VNR-3QN7-Q7NY	DISH SOAP NEEDED FOR SCIENCE LABS/NW/SW	602300100	16.66	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		16.66	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			1VT1-CYLL-P1K1	SECURITY DEPOSIT BAGS FOR FOOD SERVICE PROGRAM; RED PENS; DESK CALENDAR	2502300178	139.18	
10E200	2520 4000 50 000000		EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/SUPPLIES A			139.18	
			1W3D-HNPC-9D4T	BR/ALO MATH GAME	102300071	12.06	
10E010	1100 4000 50 000000		EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/SUPPLIES AND M			12.06	
			1WD7-HHTM-F1FM	BAND & ORCHESTRA SUPPLIES/EW	202300070	63.35	
10E020	1100 4000 50 000000		EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M			63.35	
			1WFH-VKGR-D67D	AMAZON/COACH SUPPLIES CKLA/WT	1102300055	60.94	
10E110	1100 4000 50 000000		EDUCATION FUND/WAYNE THOMAS/REGULAR PROGRAMS/SUPPLIES A			60.94	
			1Y3V-W37Y-FH1X	GENERAL SUPPLIES	1202300041	13.99	
10E120	1125 4000 50 000000		EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A			13.99	
			1YYY-7RF9-333Y	BR/GAMES FOR SAIL PROGRAM	102300069	50.98	
10E010	1100 3000 38 000000		EDUCATION FUND/BRAESIDE/REGULAR PROGRAMS/PURCHASED SERV			50.98	
1014825	AMERICAN BACKFLOW PREVENTION,	01/17/2023	11587	QUOTE NUMBER DEC220004-C; POST-REPAIR BACKFLOW INSPECTION AT SHERWOOD SCHOOL	2202300420	1,370.00	1,370.00
20E100	2540 3208 31 000000		OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P			1,370.00	
1014826	AMERICAN MESSAGING***	01/17/2023	U1124151WL	DATA COLLECTION FOR DISTRICT WIDE SS FROM DECEMBER 2022 OK TO PAY	2202300437	232.97	232.97
20E200	2540 3261 42 000000		OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI			232.97	
1014827	AMPLIFY	01/17/2023	INV-149952	2022-2023 - SUPPLIES AND MATERIALS - ELA	2102300060	2,940.00	6,396.00
10E200	2210 4000 60 000000		EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN			2,940.00	
			INV-152201	2022-2023 - SUPPLIES AND MATERIALS - ELA	2102300175	3,456.00	
10E200	2210 4000 60 000000		EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN			3,456.00	
1014828	ANDY FRAIN SERVICES, INC.	01/17/2023	332052	CROSSING GUARD	2202300485	21,204.00	21,204.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				AND SUPERVISOR FOR DISTRICT WIDE SS FROM DECEMBER 2022 INV#332052 OK TO PAY			
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		21,204.00	
1014829	ANTHONY ROOFING, LTD.	01/17/2023	S69005802	QUOTE BASED OFF THE TIME AND MATERIAL RATE SHEET; ROOF LEAK N THE HALLWAY OUTSIDE OF MAIN OFFICE AT INDIAN TRAIL SCHOOL; PRICE MAY VARY ONCE THE WORK HAS BEEN COMPLETED; REQUESTED BY TOM SPELLMAN	2202300406	949.00	949.00
20E040	2540 3209 31 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		949.00	
1014830	APPLE COMPUTER, INC	01/17/2023	AK38123972	REPAIR PARTS, OPEN PO	5552300014	239.15	239.15
10E200	2220 4000 31 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/SUPPLIES AND MAT		239.15	
1014831	APPLE, INC.	01/17/2023	AK38708166	NEW EQUIPMENT-Kinderga rten ipads-9th generation	5552300154	213,339.00	213,339.00
10E200	2220 4000 65 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/SUPPLIES AND MAT		213,339.00	
1014832	Vendor Continued Void	01/17/2023					0.00
1014833	ASSURED HEALTHCARE STAFFING***	01/17/2023	INV-18962	HEALTH SERVICES - SUB NURSE - RED OAK - INVOICE #INV-18962 - NOV 28, 2022 - DEC 1, 2022	2122300237	1,735.66	9,652.69
10E200	2130 3000 19 000000			EDUCATION FUND/DISTRICT WIDE/HEALTH SERVICES/PURCHASED		1,735.66	
			INV-18998	HEALTH SERVICES PURCHASED SERVICES - INV #INV-18998 - DECEMBER 2022 - RED OAK SUB NURSE	2122300251	2,161.96	
10E200	2130 3000 19 000000			EDUCATION FUND/DISTRICT WIDE/HEALTH SERVICES/PURCHASED		2,161.96	
			INV-19033	HEALTH SERVICES	2122300258	3,547.44	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200	2130 3000 19 000000			PURCHASED SERVICES - SUB NURSES - BR/RAV/RO - DEC 12-DEC 16, 2022 - INVOICE #INV-19033		3,547.44	
			EDUCATION FUND/DISTRICT WIDE/HEALTH SERVICES/PURCHASED				
			INV-19067	HEALTH SERVICES	2122300277	2,207.63	
				PURCHASED SERVICES - SUB NURSES - INVOICE #INV-19067 - DECEMBER 2022			
10E200	2130 3000 19 000000			EDUCATION FUND/DISTRICT WIDE/HEALTH SERVICES/PURCHASED		2,207.63	
1014834	AT&T	01/17/2023	6496384701	REDUNDANT 5GBPS CIRCUIT AT NORTHWOOD	5552300004	3,563.00	3,563.00
10E200	2220 3261 42 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PHONE SECURITY/N		3,563.00	
1014835	AT&T MOBILITY	01/17/2023	28730264910X01032023	PURCHASED SERVICE - CELL PHONES - OPEN PO - FY23	5552300024	3,724.65	3,724.65
10E200	2220 3000 42 090000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		3,724.65	
1014836	Vendor Continued Void	01/17/2023					0.00
1014837	B & F CONSTRUCTION CODE SERVIC	01/17/2023	16847	CLONED FROM PO 2202101282 - ISBE REQUIRED INSPECTION SERVICES/B&F CONSTRUCTION CODE SERVICES SHALL COMPLETE BUILDING, FIRE CODE, MECHANICAL, ELECTRICAL, PLUMBING AND ENERGY INSPECTIONS FOR EDGEWOOD MIDDLE SCHOOL INTERIOR RENOVATIONS AND ADDITIONS/PROJECT #L112A21AX	2202300052	1,237.50	1,732.50
62E200	2540 5000 96 000000			EDGEWOOD CONSTRUCTION ACCOUNT/DISTRICT WIDE/OPER. & MAI		1,237.50	
			16849	QUOTE/PROJECT	2202300304	495.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E010	2540 3236 34 474000			NUMBER L112S22AX; CONDUCT COMPLETE BUILDING, FIRE CODE, MECHANICAL, ELECTRICAL, PLUMBING AND ENERGY PLAN REVIEW FOR THE BRAESIDE SCHOOL PROJECT.		495.00	
				OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./I			
1014838	BENCHMARK EDUCATION	01/17/2023	479068	RIGOR PROFESSIONAL DEVELOPMENT PD-VIRTUAL TITLE 3 *NEED PO FOR REGISTRATION*	2152300005	1,200.00	1,200.00
10E200	2210 4000 60 490900			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		1,200.00	
1014839	BENDI INVESTMENTS LLC	01/17/2023	10129	STUDENT SERVICES PURCHASED SERVICES - INVOICE #10129 - JANUARY 2023	2122300269	1,500.00	1,500.00
10E200	2190 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/PURCHASED		1,500.00	
1014840	BLUE POINT ALERT SOLUTIONS	01/17/2023	INV-P-00120	PROPOSAL; INSTALL BLUEPOINT SYSTEM IN EDGEWOOD MIDDLE SCHOOL	2202300416	28,890.00	41,740.00
62E200	2540 5000 96 000000			EDGEWOOD CONSTRUCTION ACCOUNT/DISTRICT WIDE/OPER. & MAI		28,890.00	
			INV-R-00444	ANNUAL C2 & MONITORING SERVICE FEE; SERVICE PERIOD COVERS 1/1/2023-12/31/202 3; INVOICE NUMBER INV-R-00444; OK TO PAY	2202300440	12,850.00	
20E200	2540 3216 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		12,850.00	
1014841	THE BOOK STALL	01/17/2023	406737	PAYMENT NEEDED FOR BOOKS PURCHASED AT THE BOOK STALL	602300111	73.57	183.92
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		73.57	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			407495	PAYMENT NEEDED FOR BOOKS PURCHASED AT THE BOOK STALL	602300111	110.35	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		110.35	
1014842	JOSEPH BOSHOLD	01/17/2023	12052022	BASKETBALL REFEREE/EW	202300079	120.00	340.00
10E020	1100 3000 38 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		120.00	
			122122	PAYMENT NEEDED FOR BASKETBALL REFEREES/NW/JM	602300128	220.00	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		220.00	
1014843	BRIGHT WHITE PAPER CO.	01/17/2023	13494	Thermal Poster Printer Paper for poster maker	402300087	198.31	198.31
10E040	1100 4000 50 000000			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A		198.31	
1014844	BRIGHTMONT ACADEMY	01/17/2023	29473	PRIVATE TUITION SERVICES - DECEMBER 2022 - AR	2122300268	4,478.04	4,478.04
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		4,478.04	
1014845	ALEXANDER BRUNK	01/17/2023	112022	REIMBURSEMENT FOR EXPENSES INCURRED AT THE 2022 JOINT ANNUAL CONFERENCE	2302300050	64.62	64.62
10E200	2310 3000 30 000000			EDUCATION FUND/DISTRICT WIDE/BOARD OF ED./PURCHASED SER		64.62	
1014846	Vendor Continued Void	01/17/2023					0.00
1014847	BURRIS EQUIPMENT CO	01/17/2023	2897620	BLANKET REQUISITION/PURCHAS E ORDER FOR EQUIPMENT REPAIR, RENTAL EQUIPMENT AND MISCELLANEOUS PARTS FY23; OK TO PAY	2202300055	1,456.46	2,405.70
20E200	2540 3213 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		1,456.46	
			RC1016730-1	BLANKET REQUISITION/PURCHAS E ORDER FOR EQUIPMENT REPAIR, RENTAL EQUIPMENT AND MISCELLANEOUS PARTS FY23; OK TO	2202300055	350.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				PAY			
20E200	2540 3213 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		350.00	
			SW1009715-1	BLANKET	2202300055	599.24	
				REQUISITION/PURCHASE ORDER FOR EQUIPMENT REPAIR, RENTAL EQUIPMENT AND MISCELLANEOUS PARTS FY23; OK TO PAY			
20E200	2540 3213 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		599.24	
1014848	CANDOR HEALTH EDUCATION	01/17/2023	2023278	2022-2023 - PURCHASED SERVICES - HEALTH	2102300019	495.00	913.00
10E200	2210 3000 85 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		495.00	
			2023401	2022-2023 - PURCHASED SERVICES - HEALTH	2102300019	418.00	
10E200	2210 3000 85 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		418.00	
1014849	CDW GOVERNMENT, INC.+++	01/17/2023	FN54493	TECH LOCKER, NORTHWOOD	5552300169	7,095.00	14,190.00
10E200	2220 5000 90 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/CAPITAL OUTLAY/C		7,095.00	
			FN54497	TECH LOCKER, EW@EP	5552300168	7,095.00	
10E200	2220 5000 90 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/CAPITAL OUTLAY/C		7,095.00	
1014850	CENTER FOR PSYCHOLOGICAL SERVI	01/17/2023	00002170	OUTSIDE EVALUATION FOR STUDENT INVOICE 00002170	2122300255	1,750.00	1,750.00
10E200	2140 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/PSYCHOLOGIST/PURCHASED SER		1,750.00	
1014851	CGA INVESTMENT CO LLC	01/17/2023	011823	MONTHLY RENT for Storage	2502300189	8,428.99	8,428.99
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		8,428.99	
1014852	Vendor Continued Void	01/17/2023					0.00
1014853	Vendor Continued Void	01/17/2023					0.00
1014854	CHADDOCK	01/17/2023	CATSIN-000984	PRIVATE SCHOOL TUITION - DEC 2022 - INV #CATSIN-000984 / FH/YH PRIVATE SCHOOL TUITION RATE ADJ -	2122300276	42,018.26	43,216.73

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200	1912 6700 40 000000			SEPT-NOV, 2022 INVOICES #CATSIN-000985, CATSIN-00986, CATSIN-000987			
			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION;	PRIV FACILI		42,018.26	
			CATSIN-000985	PRIVATE SCHOOL TUITION - DEC 2022 - INV #CATSIN-000984 / FH/YH PRIVATE SCHOOL TUITION RATE ADJ - SEPT-NOV, 2022 INVOICES #CATSIN-000985, CATSIN-00986, CATSIN-000987	2122300276	395.10	
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION;	PRIV FACILI	395.10	
			CATSIN-000986	PRIVATE SCHOOL TUITION - DEC 2022 - INV #CATSIN-000984 / FH/YH PRIVATE SCHOOL TUITION RATE ADJ - SEPT-NOV, 2022 INVOICES #CATSIN-000985, CATSIN-00986, CATSIN-000987	2122300276	408.27	
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION;	PRIV FACILI	408.27	
			CATSIN-000987	PRIVATE SCHOOL TUITION - DEC 2022 - INV #CATSIN-000984 / FH/YH PRIVATE SCHOOL TUITION RATE ADJ - SEPT-NOV, 2022 INVOICES #CATSIN-000985, CATSIN-00986, CATSIN-000987	2122300276	395.10	
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION;	PRIV FACILI	395.10	
1014855	CHICAGO TRIBUNE	01/17/2023	064142840000	NEWSPAPER NOTICE	2502300183	630.00	630.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200	2520 3000 38 000000			DISPLAY FOR THE 2022 TAX LEVY AND 2021 ANNUAL STATEMENT OF AFFAIRS EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/PURCHASED		630.00	
1014856	CITY OF HIGHLAND PARK	01/17/2023	00240801042023	WATER AND SEWER FOR: RAV, BRAE, IT, EW, LAN D1, LINC, GB, EP SS FROM 10/1/22 TO 12/31/22 OK TO PAY	2202300472	9,229.47	9,324.47
20E200	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		221.76	
20E010	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./P		546.62	
20E020	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		1,778.81	
20E030	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		1,570.65	
20E040	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		2,335.45	
20E050	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PU		815.59	
20E080	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./PU		702.05	
20E120	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		1,258.54	
			12961	ELEVATOR INSPECTION @NORTWOOD SCHOOL INV#12961 OK TO PAY	2202300479	95.00	
20E060	2540 3217 31 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		95.00	
1014857	CITY OF HIGHWOOD	01/17/2023	300179000013435	WATER & SEWER SERVICES FOR OAK TERRACE SS FROM 10/17/22 TO 12/15/2022 OK TO PAY	2202300470	134.35	134.35
20E070	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		134.35	
1014858	CLEAR LP .com	01/17/2023	70017	SS PROVIDED FOR SCHOOL WITH DOOR ISSUES: EP, BRAE, SHER, RAV, N W, OT, WT OK TO PAY	2202300466	6,353.78	6,703.78
20E060	2540 3216 31 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		350.00	
20E110	2540 3216 31 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		502.00	
20E010	2540 3216 31 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./S		1,390.42	
20E030	2540 3216 31 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		766.00	
20E070	2540 3216 31 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		1,030.00	
20E080	2540 3216 31 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./SA		700.00	
20E100	2540 3212 31 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./S		1,615.36	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			70043	SYN ALL CLOCKS IN WAYNE THOMAS SCHOOL OK TO PAY	2202300469	350.00	
20E110	2540 3216 31 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		350.00	
1014859	COMCAST BUSINESS+++	01/17/2023	162749199	DISTRICT WIDE INTERNET SERVICE - OPEN PO - FY23	5552300025	16,427.99	16,427.99
10E200	2220 3261 42 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PHONE SECURITY/N		16,427.99	
1014860	COMMONWEALTH EDISON	01/17/2023	0155039115/122222	ELECTRIC BILL FOR :ELM PLACE AND GREENHOUSE SS FROM 11/21/22 TO 12/22/22 OK TO PAY	2202300478	1,639.32	2,049.32
20E030	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		1,311.35	
10E040	2540 3000 38 000067			EDUCATION FUND/INDIAN TRAIL/OPER. & MAINT./PURCHASED SE		327.97	
			5623150019/122222	ELECTRIC BILL FOR :ELM PLACE AND GREENHOUSE SS FROM 11/21/22 TO 12/22/22 OK TO PAY	2202300478	410.00	
20E030	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		327.97	
10E040	2540 3000 38 000067			EDUCATION FUND/INDIAN TRAIL/OPER. & MAINT./PURCHASED SE		82.03	
1014861	COMPREHENSIVE PSYCHOLOGICAL SE	01/17/2023	55607	COMPREHENSIVE PSYCHOLOGICAL SERVICES INVOICE 55607 *OK TO PAY*	2122300250	1,750.00	1,750.00
10E200	2140 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/PSYCHOLOGIST/PURCHASED SER		1,750.00	
1014862	CONNECTION'S ACADEMY EAST	01/17/2023	10509	PRIVATE SCHOOL TUITION - DECEMBER, 2022 - INV# 10509 - EL	2122300259	4,966.50	9,933.00
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		4,966.50	
			10510	PRIVATE SCHOOL TUITION - DECEMBER, 2022 - INV# 10509 - EL	2122300259	4,966.50	
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		4,966.50	
1014863	CONNECTIONS DAY SCHOOL SOUTH C	01/17/2023	30535	PRIVATE TUITION - DEC 2022 - INVOICE #30535 - YH	2122300261	1,897.35	1,897.35

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		1,897.35	
1014864	CONSTELLATION NEWENERGY GAS DI	01/17/2023	3643336	GAS BILL FOR DISTRICT WIDE: BRAE,EW,EP,GB,IT,L INC,NW,OT,RAV,RO,S HER,WT SS FROM NOV 2022 TO ACTUAL OK TO PAY	2202300481	45,335.11	45,335.11
20E010	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./S		3,040.24	
20E020	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./S		5,451.04	
20E030	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		402.15	
20E040	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		5,452.18	
20E050	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./SU		2,902.87	
20E060	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		5,748.60	
20E070	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		5,376.42	
20E080	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./SU		3,820.95	
20E090	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./SU		2,237.53	
20E100	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./S		3,008.89	
20E110	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		3,364.35	
20E120	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		4,529.89	
1014865	THE COVE SCHOOL	01/17/2023	SD112-1222	PRIVATE TUITION SERVICES - DEC 2022 - INVOICE #SD112-1222 - AF, AL.F, DM, JS	2122300267	20,429.44	20,429.44
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		20,429.44	
1014866	CURRICULUM ASSOCIATES, LLC	01/17/2023	10004012	ELEVATION SUBSCRIPTION QUOTE 300037 *NEED PO FOR PURCHASE*	2152300007	8,428.00	8,428.00
10E200	2210 4000 60 490900			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		8,428.00	
1014867	CHRIS CURRY	01/17/2023	10272211152022	PAYMENT NEEDED FOR REFEREE SERVICES FOR CURRY/JM/NW	602300108	110.00	230.00
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		110.00	
			12062022	BASKETBALL REFEREE/EW	202300081	120.00	
10E020	1100 3000 38 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		120.00	
1014868	DATA2 CORPORATION	01/17/2023	INV0483334	SUPPLIES, INDIAN TRAIL IMC BARCODES	5552300171	385.63	385.63
10E200	2220 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/SUPPLIES AND MAT		385.63	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1014869	Deerfield & Libertyville Music	01/17/2023	1658735	BAND AND ORCHESTRA//EW	202300064	28.00	28.00
10E020	1100 4000 50 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M		28.00	
1014870	DEERFIELD SCHOOL DISTRICT 109	01/17/2023	011123	TAX REVENUE TO 109	2502300191	13,925.80	13,925.80
10E200	2520 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/PURCHASED		13,925.80	
1014871	DE MUTH, INC	01/17/2023	V-2757	EMERGENCY; HYDRO-JET AND TELEWISE THE SANITARY SEWER AT GREEN BAY SCHOOL DUE TO A BACK UP. VERIFY THAT THERE ARE NO MORE BLACKAGES PRESENT. THE BLOCKAGE WAS CAUSED BY TREE ROOTS; INVOICE NUMBER V-2757; OK TO PAY	2202300462	3,000.00	3,000.00
20E200	2540 3208 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		3,000.00	
1014872	MARK DIEFENBACHER	01/17/2023	NW112322	PAYMENT NEEDED FOR REFEREES DURING VB SEASON/JM/NW	602300103	385.00	385.00
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		385.00	
1014873	DISTRICT MANAGEMENT GROUP	01/17/2023	12122022	2022-2023 - PURCHASED SERVICES - CONSULTANT	2102300172	187,500.00	187,500.00
10E200	1100 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/PURCHASED		187,500.00	
1014874	CAREY DOWDLE	01/17/2023	113022-12822-121222	BASKETBALL REFEREE/EW	202300078	540.00	760.00
10E020	1100 3000 38 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		540.00	
			122122	PAYMENT NEEDED FOR BASKETBALL REFEREES/NW/JM	602300131	220.00	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		220.00	
1014875	MARTY FINK	01/17/2023	102720221152022	PAYMENT NEEDED FOR REFEREE FINK/JM/NW	602300105	110.00	470.00
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		110.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			112822-113022-121322	BASKETBALL REFEREE/EW	202300076	360.00	
10E020	1100 3000 38 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		360.00	
1014876	Vendor Continued Void	01/17/2023					0.00
1014877	FIRST STUDENT, INC	01/17/2023	11843295	TRANSPORTATION FOR SEPTEMBER 2022, INV# 11843295 OK TO PAY	2202300488	462,498.45	1,234,754.22
40E200	2550 4000 50 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/SUPPLI		-1,000.01	
40E200	2550 3000 38 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/PURCHA		41,774.89	
40E200	2550 3401 34 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTRA		340,685.05	
40E200	2550 3402 34 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTRA		7,093.25	
40E200	2550 3403 34 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTRA		10,064.71	
40E200	2550 3404 34 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTRA		19,635.46	
40E200	2550 3409 34 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTR:		20,450.02	
40E200	2550 3409 38 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTR:		23,795.08	
			11843295c	TRANSPORTATION FOR CHARTERS OCTOBER 2022 INV#11843295 OK TO PAY	2202300489	4,051.20	
40E200	2550 3403 34 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTRA		4,051.20	
			11843296	TRANSPORTATION FOR OCTOBER 2022. INV# 11843296 OK TO PAY	2202300486	428,149.77	
40E200	2550 3000 38 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/PURCHA		41,774.66	
40E200	2550 3401 34 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTRA		311,787.57	
40E200	2550 3402 34 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTRA		16,741.98	
40E200	2550 3404 34 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTRA		9,645.02	
40E200	2550 3409 34 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTR:		24,126.54	
40E200	2550 3409 38 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTR:		24,074.00	
			11849547	TRANSPORTATION FOR CHARTERS ON NOVEMBER 2022 INV#11849547 OK TO PAY	2202300490	1,709.10	
40E200	2550 3403 34 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTRA		1,709.10	
			11849547-	TRANSPORTATION FOR NOVEMBER 2022 INV#11849547 OK TO PAY	2202300487	338,345.70	
40E200	2550 4000 50 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/SUPPLI		-1,000.05	
40E200	2550 3000 38 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/PURCHA		30,725.65	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
40E200	2550 3401 34 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTRA		265,713.10	
40E200	2550 3402 34 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTRA		5,545.99	
40E200	2550 3409 34 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTR:		18,104.84	
40E200	2550 3409 38 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/CONTR:		19,256.17	
1014878	FLECKS LANDSCAPING	01/17/2023	2210443	MONTHLY LANDSCAPE MAINTENANCE 11/07/2022 - 11/12/2022, 11/14/2022 - 11/19/2022; DISTRICT WIDE; INVOICE NUMBER 2210443; OK TO PAY	2202300435	8,494.48	8,744.48
20E200	2540 3283 89 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		8,494.48	
			2210444	QUOTE; INSTALL WEED BARRIER FABRIC AND MULCH AROUND GARDEN AT RED OAK	2202300349	250.00	
20E090	2540 3283 89 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./GR		250.00	
1014879	FLINN SCIENTIFIC INC.***	01/17/2023	2815676	SCIENCE DEPARTMENT SUPPLIES/EW	202300060	254.32	254.32
10E020	1100 4000 57 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M		254.32	
1014880	FLOLO CORPORATION	01/17/2023	455528	HVAC SUPPLIES THROUGH FY23; DISTRICT WIDE	2202300056	736.75	3,713.00
20E200	2540 3203 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		509.01	
20E200	2540 4203 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		227.74	
			456246	HVAC SUPPLIES THROUGH FY23; DISTRICT WIDE	2202300056	817.81	
20E200	2540 3203 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		565.01	
20E200	2540 4203 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		252.80	
			456302	HVAC SUPPLIES THROUGH FY23; DISTRICT WIDE	2202300056	2,158.44	
20E200	2540 3203 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		1,491.24	
20E200	2540 4203 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		667.20	
1014881	Vendor Continued Void	01/17/2023					0.00
1014882	Vendor Continued Void	01/17/2023					0.00
1014883	Vendor Continued Void	01/17/2023					0.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1014884	Vendor Continued Void	01/17/2023					0.00
1014885	Vendor Continued Void	01/17/2023					0.00
1014886	Vendor Continued Void	01/17/2023					0.00
1014887	Vendor Continued Void	01/17/2023					0.00
1014888	FOLLETT SCHOOL SOLUTIONS, INC*	01/17/2023	540126F	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY - ESSER	2102300066	42.74	24,216.98
10E200	2210 4000 60 421000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		42.74	
			566357F	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY	2102300109	2,496.51	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		2,496.51	
			570735	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY	2102300122	1,484.23	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		1,484.23	
			570735A	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY	2102300122	470.92	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		470.92	
			570736	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY - ESSER	2102300121	775.62	
10E200	2210 4000 60 421000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		775.62	
			570736A	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY - ESSER	2102300121	565.77	
10E200	2210 4000 60 421000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		565.77	
			570736F	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY - ESSER	2102300121	195.98	
10E200	2210 4000 60 421000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		195.98	
			571030	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY	2102300119	928.11	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		928.11	
			571030A	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY	2102300119	511.13	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		511.13	
			571030F	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY	2102300119	270.70	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		270.70	
			571032	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY	2102300120	892.82	
10E200	2210 4000 60 421000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		892.82	
			571032A	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY	2102300120	504.52	
10E200	2210 4000 60 421000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		504.52	
			571032F	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY	2102300120	293.05	
10E200	2210 4000 60 421000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		293.05	
			573447	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY	2102300130	588.47	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		588.47	
			573447A	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY	2102300130	415.62	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		415.62	
			573447B	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY	2102300130	448.46	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		448.46	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			573449	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY	2102300132	995.43	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		995.43	
			573449A	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY	2102300132	708.61	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		708.61	
			573449B	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY	2102300132	559.30	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		559.30	
			573450	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY	2102300131	156.09	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		156.09	
			573450F	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY	2102300131	213.82	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		213.82	
			573451	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY - ESSER	2102300133	927.29	
10E200	2210 4000 60 421000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		927.29	
			573451A	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY - ESSER	2102300133	536.46	
10E200	2210 4000 60 421000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		536.46	
			573451B	2022-2023 - SUPPLIES AND MATERIALS - LIBRARY - ESSER	2102300133	603.22	
10E200	2210 4000 60 421000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		603.22	
			573451F	2022-2023 - SUPPLIES AND	2102300133	94.36	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200	2210 4000 60 421000			MATERIALS - LIBRARY - ESSER			
			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN			94.36	
			573996	2022-2023 - SUPPLIES AND	2102300123	2,742.72	
				MATERIALS - LIBRARY			
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		2,645.35	
10E200	2210 4000 60 421000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		97.37	
			573996A	2022-2023 - SUPPLIES AND	2102300123	648.22	
				MATERIALS - LIBRARY			
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		625.21	
10E200	2210 4000 60 421000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		23.01	
			573996B	2022-2023 - SUPPLIES AND	2102300123	2,943.91	
				MATERIALS - LIBRARY			
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		2,826.16	
10E200	2210 4000 60 421000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		117.75	
			573996C	2022-2023 - SUPPLIES AND	2102300123	372.13	
				MATERIALS - LIBRARY			
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		358.92	
10E200	2210 4000 60 421000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		13.21	
			575659	2022-2023 - SUPPLIES AND	2102300135	939.63	
				MATERIALS - LIBRARY			
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		939.63	
			575659A	2022-2023 - SUPPLIES AND	2102300135	562.67	
				MATERIALS - LIBRARY			
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		562.67	
			575659F	2022-2023 - SUPPLIES AND	2102300135	328.47	
				MATERIALS - LIBRARY			
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		328.47	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1014889	FOURTH CLIFF ADVENTURE INC.	01/17/2023	1194	QUOTE FOR BASKETBALL HOOP INSPECTION; DISTRICT WIDE	2202300006	4,575.00	7,375.00
20E200	2540 3218 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		4,575.00	
			1195	QUOTE FOR CLIMBING WALL AND HIGH ROPES INSPECTION; DISTRICT WIDE	2202300007	2,800.00	
20E200	2540 3218 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		2,800.00	
1014890	FRANCZEK PC	01/17/2023	218569	LEGAL SERVICES INVOICE #218569 12/13/22	2302300053	971.00	971.00
10E200	2310 3000 26 000000			EDUCATION FUND/DISTRICT WIDE/BOARD OF ED./PURCHASED SER		971.00	
1014891	TIM GALASSINI	01/17/2023	102722112022	PAYMENT NEEDED FOR REFEREE SERVICES FOR GALISSINI/JM/NW	602300110	110.00	340.00
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		110.00	
			12082022	BASKETBALL REFEREE/EW	202300082	120.00	
10E020	1100 3000 38 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		120.00	
			122122	PAYMENT NEEDED FOR BASKETBALL REFEREES/NW/JM	602300129	110.00	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		110.00	
1014892	Vendor Continued Void	01/17/2023					0.00
1014893	GARAVENTA USA, INC	01/17/2023	53418	PREVENTATIVE MAINTENANCE CONTRACT 12/01/2022 - 11/30/2033 - 1 YEAR TWO VISITS FOR INDIAN TRAIL INVOICE NUMBER 53418; RAVINIA INVOICE NUMBER 53422; WAYNE THOMAS INVOICE NUMBER 53424; OK TO PAY	2202300464	1,755.00	2,305.00
20E040	2540 3217 31 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		585.00	
20E110	2540 3217 31 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		585.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E080	2540 3217 31 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./EL		585.00	
			53429	VERBAL QUOTE; WHEELCHAIR LIFT WAS EXTREMELY SLOW AND SMELLED LIKE IT WAS BURNING AT WAYNE THOMAS	2202300450	550.00	
20E110	2540 3217 31 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		550.00	
1014894	GILBANE	01/17/2023	202212-J732	EDGEWOOD RENOVATION;GILBANE PROJECT NUMBER J069192.200;APPLIC ATION NUMBER26;INVOICE NUMBER 202212-J732;PERIOD ENDING12/31/22 OK TO PAY	2202300483	1,738,916.09	1,738,916.09
62E200	2540 5000 96 000000			EDGEWOOD CONSTRUCTION ACCOUNT/DISTRICT WIDE/OPER. & MAI		1,738,916.09	
1014895	GREAT LAKES COCA-COLA DISTRIBU	01/17/2023	22088205719	BEVERAGE SERVICE FOR DECEMBER INVOICE 22088205719	2502300177	503.31	503.31
10E200	2570 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/INTERNAL SER./SUPPLIES AND		503.31	
1014896	GRANDI BROS	01/17/2023	4255101	SNOWBLOWER REPAIR ORDERED BY GREG RILEY. MAKING A PO RIGHT NOW INV#4255101 NOTE: PLEASE SEND THE CHECK TO OPERATION WHEN IS READY (ATT:BC) OK TO PAY	2202300474	224.90	224.90
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		224.90	
1014897	W.W. GRAINGER, INC.	01/17/2023	9536054878	GRAINGER BPO	2502300018	49.20	817.18
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		49.20	
			9536136261	GRAINGER BPO	2502300018	310.12	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		310.12	
			9546917247	GRAINGER BPO	2502300018	358.50	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		358.50	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			9547219411	GRAINGER BPO	2502300018	99.36	
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		99.36	
1014898	Growth Psychological Services	01/17/2023	1760	OUTSIDE	2122300256	2,800.00	2,800.00
				EVALUATION FOR STUDENT INVOICE #1760			
10E200	2140 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/PSYCHOLOGIST/PURCHASED SER		2,800.00	
1014899	HAPP BUILDERS, INC.	01/17/2023	22088205719	QUOTE; VERIFY	2202300248	7,740.00	23,240.00
				THAT ALL EXTERIOR DOORS ARE FUNCTIONING PROPERLY AND REPAIR IF NEEDED; DISTRICT WIDE; (\$210/HOUR AND \$252/HOUR FOR OT; PRICE MAY VARY ONCE THE WORK HAS BEEN COMPLETED.			
20E200	2540 3210 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		7,740.00	
			7489644	REMOVED AND	2202300465	15,500.00	
				REPLACE LARGE WINDOW AT GREEN BAY; INVOICE NUMBER 7489644; OK TO PAY			
20E200	2540 3210 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		15,500.00	
1014900	Vendor Continued Void	01/17/2023					0.00
1014901	HEARTLAND BUSINESS SYSTEMS	01/17/2023	562229-H	PURCHASED	5552300087	2,633.80	107,987.12
				SERVICE, OTHER			
10E200	2220 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		2,633.80	
			566962-H	SOFTWARE/SITE	5552300061	817.40	
				LICENSE - BLANKET PO - FY23			
10E200	2220 3000 80 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		817.40	
			567299-H	SUPPLIES, OTHER	5552300163	876.25	
				(EDGEWOOD NETWORK)			
10E200	2220 4000 65 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/SUPPLIES AND MAT		876.25	
			567539-H	PURCHASED	5552300086	4,700.00	
				SERVICE, OTHER			
10E200	2220 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		4,700.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			567823-H	PURCHASED	5552300087	2,304.20	
				SERVICE, OTHER			
10E200	2220 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		2,304.20	
			569548-H	CAPITAL	5552300165	6,800.00	
				OUTLAY-for the			
				Network Refresh,			
				NEW EQUIPMENT			
				(MULTIPLE			
				SCHOOLS)			
10E200	2220 5000 90 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/CAPITAL OUTLAY/C		6,800.00	
			570479-H	PURCHASED	5552300180	19,995.00	
				SERVICE, OTHER			
10E200	2220 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		19,995.00	
			570600-H	SUPPLIES, OTHER	5552300163	293.85	
				(EDGEWOOD			
				NETWORK)			
10E200	2220 4000 65 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/SUPPLIES AND MAT		293.85	
			571567-H	CAPITAL OUTLAY,	5552300109	69,566.62	
				NEW EQUIPMENT			
				(eRATE)			
62E200	2540 5000 96 000000			EDGEWOOD CONSTRUCTION ACCOUNT/DISTRICT WIDE/OPER. & MAI		69,566.62	
1014902	HIGHLAND PARK FORD	01/17/2023	158181	MISCELLANEOUS OIL	2202300333	63.14	63.14
				CHANGES/VEHICLE			
				REPAIRS FY23			
20E200	2540 3213 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		63.14	
1014903	KATHERINE HOFFMAN	01/17/2023	12082022	SPECIAL ED TRAVEL	2122300271	772.50	772.50
				REIMBURSEMENT -			
				RESIDENTIALLY			
				PLACED STUDENT -			
				DECEMBER 2022			
40E200	2550 3000 47 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/PURCHA		772.50	
1014904	HUMANADENTAL	01/17/2023	378638655	2022-23 DENTAL	2502300180	3,422.34	3,422.34
				INSURANCE PREMIUM			
10E200	2610 2230 22 000000			EDUCATION FUND/DISTRICT WIDE/DISTRICT BENEFITS/DENTAL I		3,422.34	
1014905	THE HYDE PARK DAY SCHOOL	01/17/2023	H20221112	PRIVATE TUITION	2122300249	23,359.50	23,359.50
				SERVICES -			
				NOVEMBER 2022 -			
				INVOICE			
				#H20221112			
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		23,359.50	
1014906	IDLEWOOD ELECTRIC SUPPLY, INC.	01/17/2023	850645	IDLEWOOD BPO	2502300019	91.52	909.15

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E200	2540 4207 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		91.52	
			850731	IDLEWOOD BPO	2502300019	222.76	
20E200	2540 4207 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		222.76	
			853632	IDLEWOOD BPO	2502300019	267.19	
20E200	2540 4207 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		267.19	
			853931	IDLEWOOD BPO	2502300019	327.68	
20E200	2540 4207 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		327.68	
1014907	Illinois Virtual School	01/17/2023	1816	ILLINOIS VIRTUAL SCHOOLS AND ACADEMY PRIVATE TUITION PER INVOICE 1813	2122300265	2,000.00	2,000.00
				EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		2,000.00	
10E200	1912 6700 40 000000					2,000.00	
1014908	INCIDENT IQ	01/17/2023	0004886	SOFTWARE/SITE LICENSE	5552300182	391.76	391.76
				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		391.76	
10E200	2220 3000 80 000000					391.76	
1014909	ISCORP	01/17/2023	0729341	SKYWARD HOSTING SERVICES FISCAL YEAR 22/23	2502300009	1,750.00	1,750.00
				EDUCATION FUND/DISTRICT WIDE/FISCAL SERVICES/PURCHASED		1,750.00	
10E200	2520 3000 80 000000					1,750.00	
1014910	MELISSA ITKIN	01/17/2023	11192022	REIMBURSEMENT JOINT ANNUAL CONF. PARKING 11/18/22	2302300052	79.00	79.00
				EDUCATION FUND/DISTRICT WIDE/BOARD OF ED./PURCHASED SER		79.00	
10E200	2310 3000 30 000000					79.00	
1014911	Vendor Continued Void	01/17/2023					0.00
1014912	JOHNSON CONTROLS SECURITY SOLU	01/17/2023	38232670	MONTHLY SECURITY INVOICES FOR SHERWOOD AND RAVINIA SS FROM 1/1/23 TO 3/31/23 OK TO PAY	2202300459	222.00	1,261.90
				OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./PU		111.00	
20E080	2540 3000 38 000000					111.00	
20E100	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P		111.00	
			38232675	ALARM SYSTEM FOR IT,EP,GB,RO,WT,LIN C,NW,BRAE,WAREHOUS E SS FROM 1/1/23 TO 3/31/23 OK TO PAY	2202300454	1,039.90	
				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		94.24	
20E200	2540 3000 38 000000					94.24	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E010	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./P		119.33	
20E030	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		111.00	
20E040	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		111.00	
20E050	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PU		111.00	
20E060	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		111.00	
20E090	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./PU		111.00	
20E110	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		111.00	
20E120	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		160.33	
1014913	DARNELL JONES	01/17/2023	102711152022	PAYMENT NEEDED FOR REFEREE SERVICES FOR JONES/JM/NW	602300109	110.00	110.00
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		110.00	
1014914	KELLY EDUCATION	01/17/2023	708501	PURCHASED SERVICES - TUTORING	2102200141	4,375.08	13,022.64
10E200	1100 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/PURCHASED		4,375.08	
			712372	PURCHASED SERVICES - TUTORING	2102200141	1,881.36	
10E200	1100 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/PURCHASED		1,881.36	
			715508	PURCHASED SERVICES - TUTORING	2102200141	3,786.84	
10E200	1100 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/PURCHASED		3,786.84	
			718593	PURCHASED SERVICES - TUTORING	2102200141	2,802.24	
10E200	1100 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/PURCHASED		2,802.24	
			721771	PURCHASED SERVICES - TUTORING	2102200141	177.12	
10E200	1100 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/PURCHASED		177.12	
1014915	KESHET SCHOOL	01/17/2023	27060	PRIVATE TUITION SERVICES - NOVEMBER 2022 - INVOICE #27060 - NL	2122300238	10,651.21	20,181.24
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		10,651.21	
			27064	PRIVATE TUITION SERVICES - DECEMBER 2022 -	2122300280	9,530.03	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				INVOICE #27064 - NL			
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		9,530.03	
1014916	CHRISTOPHER KOZLOWSKI	01/17/2023	12122022	SPED MILEAGE	2122300246	718.20	718.20
				REIMBURSEMENT - NOVEMBER 2022			
40E200	2550 3000 47 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/PURCHA		718.20	
1014917	Vendor Continued Void	01/17/2023					0.00
1014918	LAKE COUNTY HEALTH DEPT	01/17/2023	INV-00068439	HEALTH SERVICES -	2122300274	1,300.00	4,850.00
				PURCHASED SERVICES - INVOICE #INV-00068439			
10E200	2130 3000 19 000000			EDUCATION FUND/DISTRICT WIDE/HEALTH SERVICES/PURCHASED		1,300.00	
			INV-00068444	HEALTH SERVICES -	2122300278	1,385.00	
				PURCHASED SERVICES - HEARING AND VISION - INDIAN TRAIL - DECEMBER 15, 2022 - INVOICE #INV-00068449			
10E200	2130 3000 19 000000			EDUCATION FUND/DISTRICT WIDE/HEALTH SERVICES/PURCHASED		1,385.00	
			INV-0068449	HEALTH SERVICES -	2122300278	2,165.00	
				PURCHASED SERVICES - HEARING AND VISION - INDIAN TRAIL - DECEMBER 15, 2022 - INVOICE #INV-00068449			
10E200	2130 3000 19 000000			EDUCATION FUND/DISTRICT WIDE/HEALTH SERVICES/PURCHASED		2,165.00	
1014919	LAKELAND/LARSEN ELEVATOR CORPO	01/17/2023	34281356	MONTHLY ELEVATOR	2202300436	827.50	827.50
				MAINTENANCE FOR DECEMBER 2022 FOR EP, OT, RO, WT; INVOICE NUMBER 342813546; OK TO PAY			
20E200	2540 3217 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		827.50	
1014920	Vendor Continued Void	01/17/2023					0.00
1014921	LAKESHORE RECYCLING SYSTEMS	01/17/2023	0005115666	TRASH & RECYCLING	2202300491	4,715.88	9,431.76

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				FOR: BRAE,EP,RAV,SHER,I T,RO,WT,GB,WH,NW,E W,LINC SS ON SEPTEMBER 2022 (JUST GOT IT NOW) OK TO PAY			
20E200	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		2,196.69	
20E010	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./P		405.10	
20E020	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		605.00	
20E030	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		597.07	
20E040	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		498.72	
20E050	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PU		161.54	
20E060	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		528.37	
20E080	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./PU		308.99	
20E090	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./PU		386.76	
20E100	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P		224.31	
20E110	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		296.14	
20E120	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		-1,492.81	
			0005194555	TRASH AND RECYCLE FOR: BRAE,EP,RAV,SHER,I T,RO,WT,GB,NW,EW,L INC SS FROM DECEMBER 2022 OK TO PAY	2202300471	4,715.88	
20E010	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./P		405.10	
20E020	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		605.00	
20E030	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		597.07	
20E040	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		498.72	
20E050	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PU		81.54	
20E060	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		528.37	
20E080	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./PU		308.99	
20E090	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./PU		386.76	
20E100	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P		224.31	
20E110	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		258.64	
20E120	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		821.38	
1014922	LAKESHORE LEARNING MATERIALS**	01/17/2023	878084120122	INSTRUCTIONAL CLASSROOM SUPPLIES	902300067	631.35	1,830.35
10E090	1100 4000 50 000000			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA		631.35	
10E090	1100 5000 90 000000		878086120122	CLASSROOM DESK	902300066	1,199.00	
10E090	1100 5000 90 000000			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/CAPITAL OUTLAY/		1,199.00	
1014923	LEXIA LEARNING SYSTEMS LLC	01/17/2023	SIN095894	2022-2023 - PURCHASED SERVICES - PD	2102300167	300.00	300.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200	2210 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		300.00	
1014924	LEXIA VOYAGER SOPRIS INC	01/17/2023	6165464	2022-2023 - SUPPLIES AND MATERIALS - ELA	2102300162	1,593.90	2,340.25
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		1,593.90	
			6176019	2022-2023 - SUPPLIES AND MATERIALS - ELA	2102300164	746.35	
10E200	2210 4000 60 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		746.35	
1014925	Vendor Continued Void	01/17/2023					0.00
1014926	Vendor Continued Void	01/17/2023					0.00
1014927	Vendor Continued Void	01/17/2023					0.00
1014928	Vendor Continued Void	01/17/2023					0.00
1014929	LIBERTYVILLE MUSIC CENTER	01/17/2023	1651661	PAYMENT NEEDED FOR INSTRUMENT REPAIRS FOR BAND AND ORCH/MD/NW	602300116	360.00	1,359.48
10E060	1100 3000 31 100031			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		360.00	
			1651666	PAYMENT NEEDED ON MUSIC REPAIRS FOR BAND AND ORCHESTRA INSTRUMENTS/MD/NW	602300114	72.00	
10E060	1100 3000 31 100031			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		72.00	
			1652780	PAYMENT NEEDED FOR INSTRUMENT REPAIRS FOR BAND AND ORCH/MD/NW	602300116	40.00	
10E060	1100 3000 31 100031			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		40.00	
			1652782	PAYMENT NEEDED ON MUSIC REPAIRS FOR BAND AND ORCHESTRA INSTRUMENTS/MD/NW	602300114	144.00	
10E060	1100 3000 31 100031			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		144.00	
			1653436	PAYMENT NEEDED FOR INSTRUMENT REPAIRS FOR BAND AND ORCH/MD/NW	602300116	65.98	
10E060	1100 3000 31 100031			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		65.98	
			1655269	PAYMENT NEEDED ON MUSIC REPAIRS FOR	602300114	101.50	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E060	1100 3000 31 100031			BAND AND ORCHESTRA INSTRUMENTS/MD/NW EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		101.50	
			1655413	PAYMENT NEEDED ON MUSIC REPAIRS FOR BAND AND ORCHESTRA INSTRUMENTS/MD/NW	602300114	84.00	
10E060	1100 3000 31 100031			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		84.00	
			1655414	PAYMENT NEEDED ON MUSIC REPAIRS FOR BAND AND ORCHESTRA INSTRUMENTS/MD/NW	602300114	84.00	
10E060	1100 3000 31 100031			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		84.00	
			1656190	PAYMENT NEEDED ON MUSIC REPAIR INVOICE/MD/NW	602300117	56.00	
10E060	1100 3000 31 100031			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		56.00	
			1656191	PAYMENT NEEDED FOR INSTRUMENT REPAIRS FOR BAND AND ORCH/MD/NW	602300116	100.00	
10E060	1100 3000 31 100031			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		100.00	
			1656192	PAYMENT NEEDED FOR INSTRUMENT REPAIRS FOR BAND AND ORCH/MD/NW	602300116	64.00	
10E060	1100 3000 31 100031			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		64.00	
			1656195	PAYMENT NEEDED FOR INSTRUMENT REPAIRS FOR BAND AND ORCH/MD/NW	602300116	56.00	
10E060	1100 3000 31 100031			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		56.00	
			1656196	PAYMENT NEEDED ON MUSIC REPAIRS FOR BAND AND ORCHESTRA INSTRUMENTS/MD/NW	602300114	52.00	
10E060	1100 3000 31 100031			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/PURCHASED SER		52.00	
			1658736	BAND AND	202300068	80.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E020 1100 3000 31 100031				ORCHESTRA REPAIR/EW EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		80.00	
1014930	LISA WESTMAN CONSULTING INC.	01/17/2023	743	2022-2023 - PURCHASED SERVICES - CONSULTANT	2102300177	4,400.00	4,400.00
10E200 2210 3000 34 493200				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		4,400.00	
1014931	WILLIAM V. MACGILL & CO.***	01/17/2023	IN0819487	GENERAL SUPPLIES FOR NURSE'S OFFICE	1202300037	335.83	448.33
10E120 1125 4000 50 000000				EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		335.83	
			IN0819576	HEALTH SERVICES GENERAL SUPPLIES - EW	2122300227	112.50	
10E200 2130 4000 50 000000				EDUCATION FUND/DISTRICT WIDE/HEALTH SERVICES/SUPPLIES A		112.50	
1014932	JOHN MAK	01/17/2023	10272211152022	PAYMENT NEEDED FOR REFEREE SERVICES FOR MAK/JM/NW	602300107	330.00	800.00
10E060 1100 4000 50 000000				EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		330.00	
			112922-120522-121322	BASKETBALL REFEREE/EW	202300077	360.00	
10E020 1100 3000 38 000000				EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		360.00	
			122122	PAYMENT NEEDED FOR BASKETBALL REFEREES/NW/JM	602300127	110.00	
10E060 1100 4000 50 000000				EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		110.00	
1014933	Vendor Continued Void	01/17/2023					0.00
1014934	Vendor Continued Void	01/17/2023					0.00
1014935	Vendor Continued Void	01/17/2023					0.00
1014936	MARISSA BENNETT CONSULTING, LL	01/17/2023	5387272	SPECIAL ED PURCHASED SERVICES - ARP SERVICES - OCTOBER/NOVEMBER 2022 - INVOICES #5387297, 5387305, 5387272, 5387275	2122300264	3,625.00	46,256.25
10E200 1200 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		1,361.83	
10E200 2210 3000 34 462100				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		2,263.17	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			5387275	SPECIAL ED PURCHASED SERVICES - ARP SERVICES - OCTOBER/NOVEMBER 2022 - INVOICES #5387297, 5387305, 5387272, 5387275	2122300264	2,750.00	
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		1,033.12	
10E200	2210 3000 34 462100			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		1,716.88	
			5387297	SPECIAL ED PURCHASED SERVICES - ARP SERVICES - OCTOBER/NOVEMBER 2022 - INVOICES #5387297, 5387305, 5387272, 5387275	2122300264	6,725.00	
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		2,526.44	
10E200	2210 3000 34 462100			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		4,198.56	
			5387305	SPECIAL ED PURCHASED SERVICES - ARP SERVICES - OCTOBER/NOVEMBER 2022 - INVOICES #5387297, 5387305, 5387272, 5387275	2122300264	4,168.75	
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		1,566.11	
10E200	2210 3000 34 462100			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		2,602.64	
			5607877	SPECIAL ED ARP SERVICES / PURCHASED SERVICES - INVOICES #5609144, 5620875, 5607877, 5609154, 562116	2122300282	50.00	
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		14.20	
10E200	2210 3000 34 462100			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		35.80	
			5609144	SPECIAL ED ARP SERVICES / PURCHASED	2122300282	7,125.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				SERVICES - INVOICES #5609144, 5620875, 5607877, 5609154, 562116			
10E200 1200 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		2,023.21	
10E200 2210 3000 34 462100				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		5,101.79	
			5609154	SPECIAL ED ARP SERVICES / PURCHASED SERVICES - INVOICES #5609144, 5620875, 5607877, 5609154, 562116	2122300282	4,156.25	
10E200 1200 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		1,180.20	
10E200 2210 3000 34 462100				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		2,976.05	
			5620875	SPECIAL ED ARP SERVICES / PURCHASED SERVICES - INVOICES #5609144, 5620875, 5607877, 5609154, 562116	2122300282	8,606.25	
10E200 1200 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		2,443.82	
10E200 2210 3000 34 462100				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		6,162.43	
			5621116	SPECIAL ED ARP SERVICES / PURCHASED SERVICES - INVOICES #5609144, 5620875, 5607877, 5609154, 562116	2122300282	9,050.00	
10E200 1200 3000 38 000000				EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		2,569.83	
10E200 2210 3000 34 462100				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		6,480.17	
1014937	MARZANO RESOURCES, LLC	01/17/2023	M214931	2022-2023 PURCHASED SERVICES - CONSULTANT	2102300178	12,800.00	12,800.00
10E200 2210 3000 35 000000				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		12,800.00	
1014938	MASTER TRUCK & TRAILER, LLC	01/17/2023	S105282	PARTS & REPAIRS FOR HEAVY DUTY AND SNOW	2202300060	33.13	33.13

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				EQUIPMENT FY23			
20E200	2540 4213 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		33.13	
1014939	MENTA ACADEMY NORTH	01/17/2023	SESINV-025265	PRIVATE TUITION - DEC 2022 - INVOICE #SESINV-025265	2122300262	3,203.68	3,203.68
10E200	2210 3000 38 461000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		3,203.68	
1014940	MODERN MEDIA TECH LLC	01/17/2023	4900	DOOR SECURITY ALL SCHOOLS	5552300167	2,359,132.50	2,431,530.00
60E200	2540 5000 96 000000			SECURITY 2022 REFERENDUM/DISTRICT WIDE/OPER. & MAINT./C		142,609.09	
60E080	2540 5000 96 000000			SECURITY 2022 REFERENDUM/RAVINIA/OPER. & MAINT./CAPITAL		204,746.28	
60E040	2540 5000 96 000000			SECURITY 2022 REFERENDUM/INDIAN TRAIL/OPER. & MAINT./CA		228,971.27	
60E010	2540 5000 96 000000			SECURITY 2022 REFERENDUM/BRAESIDE/OPER. & MAINT./CAPITA		167,234.89	
60E030	2540 5000 96 000000			SECURITY 2022 REFERENDUM/ELM PLACE/OPER. & MAINT./CAPIT		304,807.47	
60E060	2540 5000 96 000000			SECURITY 2022 REFERENDUM/NORTHWOOD/OPER. & MAINT./CAPIT		344,092.45	
60E070	2540 5000 96 000000			SECURITY 2022 REFERENDUM/OAK TERRACE/OPER. & MAINT./CAP		267,645.00	
60E090	2540 5000 96 000000			SECURITY 2022 REFERENDUM/RED OAK/OPER. & MAINT./CAPITAL		217,672.44	
60E100	2540 5000 96 000000			SECURITY 2022 REFERENDUM/SHERWOOD/OPER. & MAINT./CAPITA		252,494.88	
60E110	2540 5000 96 000000			SECURITY 2022 REFERENDUM/WAYNE THOMAS/OPER. & MAINT./CA		228,858.73	
			4924	SECURITY, NEW ADMIN BUILDING	5552300185	72,397.50	
60E130	2540 5000 96 000000			SECURITY 2022 REFERENDUM/VITI BUILDING/OPER. & MAINT./C		72,397.50	
1014941	MUSIC & ARTS CENTER***	01/17/2023	INV034957719	MUSIC/ORCHESTRA/OT	702300083	267.75	267.75
10E070	1100 4000 62 000000			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		267.75	
1014942	NAPA AUTO PARTS	01/17/2023	122489	AUTO PART SUPPLIES FY23; OK TO PAY	2202300062	34.89	34.89
20E200	2540 4213 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		34.89	
1014943	NASCO	01/17/2023	380917	ART SUPPLIES/OT	702300006	134.28	155.68
10E070	1100 4000 52 000000			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		134.28	
			383501	ART SUPPLIES/OT	702300006	21.40	
10E070	1100 4000 52 000000			EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		21.40	
1014944	Vendor Continued Void	01/17/2023					0.00
1014945	NEMETH GLASS OF ILLINOIS, INC+	01/17/2023	173004	QUOTE NUMBER 57037; (19) THERMOPANES FOR REPLACEMENT AT EDGEWOOD MIDDLE SCHOOL; PER GREG RIELY	2202300378	10,830.00	31,755.00
20E020	2540 3210 31 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./W		10,830.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			173689	SERVICE PROVIDED FOR EDGEWOOD: INV#173821, INV#173689,INV#173 866 OK TO PAY	2202300476	9,690.00	
20E200	2540 3210 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		9,690.00	
			173821	SERVICE PROVIDED FOR EDGEWOOD: INV#173821, INV#173689,INV#173 866 OK TO PAY	2202300476	3,825.00	
20E200	2540 3210 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		3,825.00	
			173866	SERVICE PROVIDED FOR EDGEWOOD: INV#173821, INV#173689,INV#173 866 OK TO PAY	2202300476	7,410.00	
20E200	2540 3210 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		7,410.00	
1014946	NEW CONNECTIONS ACADEMY	01/17/2023	14327	PRIVATE TUITION - INVOICE #14327 - DEC 2022 - SK	2122300260	5,341.35	5,341.35
10E200	1912 6700 40 000000			EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI		5,341.35	
1014947	NEXTERA ENERGY SERVICES	01/17/2023	64754767409819	ENERGY BILL FOR: WT,IT,RO,BRAE,LINC ,GB,WH,NW,RAV,EP,S HER,OT SS FROM OCTOBER 2022 TO NOVEMBER 2022 OK TO PAY	2202300458	30,780.31	30,780.31
20E200	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		140.07	
20E010	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./S		1,780.99	
20E030	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		3,492.40	
20E040	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		2,117.12	
20E050	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./SU		746.91	
20E060	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		4,369.52	
20E070	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		8,711.99	
20E080	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./SU		1,971.44	
20E090	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./SU		1,564.96	
20E100	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./S		1,847.62	
20E110	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		1,767.24	
20E120	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		2,270.05	
1014948	Vendor Continued Void	01/17/2023					0.00
1014949	Vendor Continued Void	01/17/2023					0.00
1014950	Vendor Continued Void	01/17/2023					0.00
1014951	Vendor Continued Void	01/17/2023					0.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1014952	Vendor Continued Void	01/17/2023					0.00
1014953	NORTH SHORE WATER RECLAMATION	01/17/2023	4964635	WASTE AND WATER MONTHLY INVOICES FOR RO,SHER,NW,WT SS FROM 5/16/22 TO 8/15/22 OK TO PAY	2202300460	598.29	2,350.45
20E060	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		130.25	
20E090	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./PU		56.96	
20E100	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P		126.17	
20E110	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		284.91	
			4972105	WATER & SEWER SERVICE FOR: Land 2, LINC,EW,GREENHOUSE ,IT,RAV,GB SS FROM 6/15/22 TO 9/15/22 OK TO PAY	2202300480	219.78	
20E200	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		219.78	
20E020	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		0.00	
20E040	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		0.00	
20E050	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PU		0.00	
20E080	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./PU		0.00	
20E120	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		0.00	
10E040	2540 3000 48 000067			EDUCATION FUND/INDIAN TRAIL/OPER. & MAINT./PURCHASED SE		0.00	
			4972584	WATER & SEWER SERVICE FOR: Land 2, LINC,EW,GREENHOUSE ,IT,RAV,GB SS FROM 6/15/22 TO 9/15/22 OK TO PAY	2202300480	113.96	
20E200	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		0.00	
20E020	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		0.00	
20E040	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		0.00	
20E050	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PU		0.00	
20E080	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./PU		113.96	
20E120	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		0.00	
10E040	2540 3000 48 000067			EDUCATION FUND/INDIAN TRAIL/OPER. & MAINT./PURCHASED SE		0.00	
			4972747	WATER & SEWER SERVICE FOR: Land 2, LINC,EW,GREENHOUSE ,IT,RAV,GB SS FROM 6/15/22 TO 9/15/22 OK TO PAY	2202300480	10.18	
20E200	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		0.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E020	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		10.18	
20E040	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		0.00	
20E050	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PU		0.00	
20E080	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./PU		0.00	
20E120	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		0.00	
10E040	2540 3000 48 000067			EDUCATION FUND/INDIAN TRAIL/OPER. & MAINT./PURCHASED SE		0.00	
			4972947	WATER & SEWER SERVICE FOR: Land 2, LINC,EW,GREENHOUSE ,IT,RAV,GB SS FROM 6/15/22 TO 9/15/22 OK TO PAY	2202300480	181.12	
20E200	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		0.00	
20E020	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		0.00	
20E040	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		0.00	
20E050	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PU		0.00	
20E080	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./PU		0.00	
20E120	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		181.12	
10E040	2540 3000 48 000067			EDUCATION FUND/INDIAN TRAIL/OPER. & MAINT./PURCHASED SE		0.00	
			4973477	WATER & SEWER SERVICE FOR: Land 2, LINC,EW,GREENHOUSE ,IT,RAV,GB SS FROM 6/15/22 TO 9/15/22 OK TO PAY	2202300480	65.12	
20E200	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		0.00	
20E020	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		0.00	
20E040	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		0.00	
20E050	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PU		65.12	
20E080	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./PU		0.00	
20E120	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		0.00	
10E040	2540 3000 48 000067			EDUCATION FUND/INDIAN TRAIL/OPER. & MAINT./PURCHASED SE		0.00	
			4974354	WATER & SEWER SERVICE FOR: Land 2, LINC,EW,GREENHOUSE ,IT,RAV,GB SS FROM 6/15/22 TO 9/15/22 OK TO PAY	2202300480	42.74	
20E200	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		0.00	
20E020	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		0.00	
20E040	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		0.00	
20E050	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PU		0.00	
20E080	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./PU		0.00	
20E120	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		0.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E040	2540 3000 48 000067			EDUCATION FUND/INDIAN TRAIL/OPER. & MAINT./PURCHASED SE		42.74	
			4974384	WATER & SEWER SERVICE FOR: Land 2, LINC,EW,GREENHOUSE ,IT,RAV,GB SS FROM 6/15/22 TO 9/15/22 OK TO PAY	2202300480	962.56	
20E200	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		0.00	
20E020	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		962.56	
20E040	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		0.00	
20E050	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PU		0.00	
20E080	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./PU		0.00	
20E120	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		0.00	
10E040	2540 3000 48 000067			EDUCATION FUND/INDIAN TRAIL/OPER. & MAINT./PURCHASED SE		0.00	
			4975154	WATER & SEWER SERVICE FOR: Land 2, LINC,EW,GREENHOUSE ,IT,RAV,GB SS FROM 6/15/22 TO 9/15/22 OK TO PAY	2202300480	156.70	
20E200	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		0.00	
20E020	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		0.00	
20E040	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		156.70	
20E050	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PU		0.00	
20E080	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./PU		0.00	
20E120	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		0.00	
10E040	2540 3000 48 000067			EDUCATION FUND/INDIAN TRAIL/OPER. & MAINT./PURCHASED SE		0.00	
1014954	NORTH SHORE GAS	01/17/2023	4400074645	GAS MONTHLY BILL FOR GREENHOUSE SS FROM 11/11/22 TO 12/14/22 OK TO PAY	2202300467	960.26	1,418.66
10E040	2540 3000 38 000067			EDUCATION FUND/INDIAN TRAIL/OPER. & MAINT./PURCHASED SE		960.26	
			4400752950	GAS BILL FOR WAREHOUSE SS FROM 11/11 TO 12/14/22 OK TO PAY	2202300457	458.40	
20E200	2540 4000 68 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		458.40	
1014955	NORTHERN ILLINOIS MUSIC CONFER	01/17/2023	01112023	ENSEMBLE/EW MCDOUGALL & CANEL	202300073	130.00	788.00
10E020	1100 3000 35 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		130.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			12082022	PAYMENT NEEDED FOR PARTICIPATION TO NIMCON/MD/NW	602300115	658.00	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		658.00	
1014956	NORTHSHORE UNIVERSITY HEALTHSY	01/17/2023	204973077	2022-23 MEDICAL/INSURANCE	2502300182	218.00	218.00
10E200	2610 2220 22 000000			EDUCATION FUND/DISTRICT WIDE/DISTRICT BENEFITS/MEDICAL		218.00	
1014957	NORTHSHORE HEALTHCARE TUTORING	01/17/2023	NS-112-01	SPECIAL ED PURCHASED SERVICES - HOSPITAL TUTORING - INVOICE #NS-112-01 NOVEMBER 2022	2122300240	105.00	315.00
10E200	1200 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./PURCHASED SERV		105.00	
			NS-112-03	SPECIAL ED PURCHASED SERVICES - HOSPITAL TUTORING - DECEMBER 2022 - EW	2122300275	210.00	
10E200	2190 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/PURCHASED		210.00	
1014958	OFFICE DEPOT, INC.***	01/17/2023	261448490001	CLASSROOM SUPPLY ORDER FOR M.DELIGATTI/MD/NW	602300009	47.37	112.58
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		47.37	
			261448491001	CLASSROOM SUPPLY ORDER FOR M.DELIGATTI/MD/NW	602300009	10.04	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		10.04	
			261448492001	CLASSROOM SUPPLY ORDER FOR M.DELIGATTI/MD/NW	602300009	5.16	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		5.16	
			262015470001	CLASSROOM SUPPLY ORDER FOR LAIRD/ML/NW	602300011	50.01	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		50.01	
1014959	ORGANICLIFE, LLC	01/17/2023	113602066580	NATIONAL FOOD SERVICE BREAKFAST & LUNCH 07/01/2022 -	2502300021	36,446.29	43,155.13

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
15E200	2560 3000 41 000000			06/30/2023 FOOD SERVICE/DISTRICT WIDE/FOOD SERVICE/PURCHASED SERVI		36,446.29	
			113602066581	FOOD SERVICE BREAKFAST & LUNCH 07/01/2022 - 06/30/2023	2502300022	6,708.84	
10E200	2560 3000 41 000000			EDUCATION FUND/DISTRICT WIDE/FOOD SERVICE/PURCHASED SER		6,708.84	
1014960	PALOS SPORTS, INC.	01/17/2023	5558464-01	INSTRUCTIONAL CLASSROOM SUPPLIES	902300011	143.91	1,383.38
10E090	1100 4000 50 000000			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA		143.91	
			5558464-03	INSTRUCTIONAL CLASSROOM SUPPLIES	902300011	879.96	
10E090	1100 4000 50 000000			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA		879.96	
			5563461-01	PALOS SPORT/PE DEPARTMENT/SW	1002300087	159.98	
10E100	1100 4000 53 000000			EDUCATION FUND/SHERWOOD/REGULAR PROGRAMS/SUPPLIES AND M		159.98	
			5566230-00	STUDENT SUPPLIES FOR BR-JK PER QUOTE 5565819-00	2122300210	199.53	
10E200	1200 4000 50 000000			EDUCATION FUND/DISTRICT WIDE/SPECIAL ED./SUPPLIES AND M		199.53	
1014961	PITNEY BOWES***	01/17/2023	3105901644	LEASE BILLING PERIOD: DEC 30, 2022 - MAR 29, 2023 INVOICE NUMBER 3105901644	2502300188	666.42	848.41
10E200	1100 3000 48 000000			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/PURCHASED		666.42	
			80009000075614791218	POSTAGE REFILL	2502300187	181.99	
10E200	1100 3000 48 000000			EDUCATION FUND/DISTRICT WIDE/REGULAR PROGRAMS/PURCHASED		181.99	
1014962	PLAY ILLINOIS LLC	01/17/2023	1537	+++++THIS IS A QUOTE+++++ ORDERING PART FOR A DAMAGE SLIDE AT OAK TERRACE OK TO PAY	2202300404	2,045.86	2,045.86
20E200	2540 4210 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		2,045.86	
1014963	PLS 3rd LEARNING/SUPEREVAL	01/17/2023	PS-INV000877	ADDITIONAL ADMINISTRATOR EVALUATION LICENSE - INVOICE	2302300054	115.00	115.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200	2310 6000 99 000000			# PS-INV000877 EDUCATION FUND/DISTRICT WIDE/BOARD OF ED./OTHER OBJECTS		115.00	
1014964	ROBERT PORTLE	01/17/2023	414412212022	PIANO TUNING/EW	202300067	270.00	270.00
10E020	1100 3000 31 100031			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		270.00	
1014965	POSITIVE IMPACT ADVERTISING	01/17/2023	37384	ESTIMATE NUMBER 4775; RUSH PRODUCTION FOR (500) WOVEN LANYARD - BLACK WITH NORTH SHORE SCHOOL DISTRICT 112 ON IT; FOR DISTRICT USE	2202300293	1,002.00	1,002.00
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		1,002.00	
1014966	LES PREUSS	01/17/2023	102711152022	PAYMENT NEEDED FOR REFEREE PREUSS/JM/NW	602300106	110.00	680.00
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		110.00	
10E020	1100 3000 38 000000		12132022-12142022	BASKETBALL REFEREE/EW	202300083	240.00	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		330.00	
1014967	NITIN RAO	01/17/2023	12152022	BASKETBALL REFEREE/EW	202300084	120.00	120.00
10E020	1100 3000 38 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		120.00	
1014968	RED WING BUSINESS ADVANTAGE AC	01/17/2023	20221210058088	ANNUAL BOOTS FOR ISIDRO RAMIREZ (2) PAIR; INVOICE NUMBER 20221210058088; OK TO PAY	2202300456	400.00	800.00
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		400.00	
20E200	2540 4000 65 000000		20230110058088	TRACTION TRED (SHOES) FOR TOM SPELLING INV# 58088 OK TO PAY	2202300477	400.00	
1014969	TODD ROTH	01/17/2023	102711152022	PAYMENT NEEDED	602300104	380.00	2,780.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E060	1100 4000 50 000000			FOR REFEREE ROTH/JM/NW EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		380.00	
			1128-1129-1207-1215	BASKETBALL	202300075	1,824.00	
10E020	1100 3000 38 000000			REFEREE/EW EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		1,824.00	
			11282022	BASKETBALL	202300074	384.00	
10E020	1100 3000 38 000000			ASSIGNER/EW EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		384.00	
			122122	PAYMENT NEEDED	602300133	192.00	
10E060	1100 4000 50 000000			FOR REFEREE WHO ASSIGNS GAMES/NW/JM EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		192.00	
1014970	RUSSO POWER EQUIPMENT INC	01/17/2023	SPI20014344	SNOW SHOVEL FOR DISTRICT WIDE ORDER BY GREG R OK TO PAY	2202300442	534.85	534.85
20E200	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		534.85	
1014971	SAFEWAY TRANSPORTATION SERVICE	01/17/2023	1392	SPECIAL ED TRANSPORTATION / MCKINNEY VENTO TRANSPORTATION - DECEMBER 2022 - INVOICE #1392, #1409	2122300283	4,838.40	86,134.30
40E200	2550 3000 47 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/PURCHA		4,838.40	
			1409	SPECIAL ED TRANSPORTATION / MCKINNEY VENTO TRANSPORTATION - DECEMBER 2022 - INVOICE #1392, #1409	2122300283	81,295.90	
40E200	2550 3000 47 000000			TRANSPORTATION FUND/DISTRICT WIDE/TRANSPORTATION/PURCHA		81,295.90	
1014972	SCHOOL HEALTH CORPORATION***	01/17/2023	4140360-00	HEALTH OFFICE SUPPLIES/EW	202300054	49.53	49.53
10E020	1100 4000 50 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/SUPPLIES AND M		49.53	
1014973	SCHLECHTY CENTER	01/17/2023	1526	NATIONAL SUPERINTENDENTS ROUNDTABLE 2023 MEMBERSHIP	2302300051	2,500.00	2,500.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200	2320 6000 99 000000			RENEWAL-LUBELFELD EDUCATION FUND/DISTRICT WIDE/EXEC. ADMIN./OTHER OBJECTS		2,500.00	
1014974	SCHOOL SPECIALTY INC.***	01/17/2023	208131178891	Art Supply Order	402300022	7.66	2,979.63
10E040	1100 4000 52 000000			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A		7.66	
10E040	1100 4000 52 000000		208131629770	Art Supply Order	402300022	110.48	
10E040	1100 4000 52 000000			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A		110.48	
10E040	1100 4000 52 000000		208131645146	Art Supply Order	402300022	7.27	
10E040	1100 4000 52 000000			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A		7.27	
10E110	1100 4000 50 000000		208131645202	SCHOOL SPECIALTY/KINDER/W T	1102300027	16.56	
10E040	1100 4000 52 000000			EDUCATION FUND/WAYNE THOMAS/REGULAR PROGRAMS/SUPPLIES A		16.56	
10E040	1100 4000 52 000000		308104109790	Art Supply Order	402300022	2,837.66	
10E040	1100 4000 52 000000			EDUCATION FUND/INDIAN TRAIL/REGULAR PROGRAMS/SUPPLIES A		2,837.66	
1014975	SECURED TECH SOLUTIONS, LLC	01/17/2023	133918	REPAIR	5552300170	6,000.00	15,349.00
10E200	2220 4000 31 190000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/SUPPLIES AND MAT		6,000.00	
10E200	2220 4000 31 000000		133939	REPAIR, CHROMEBOOKS	5552300178	9,349.00	
10E200	2220 4000 31 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/SUPPLIES AND MAT		9,349.00	
1014976	SIGNARAMA	01/17/2023	INV-7666	ESTIMATE EST-7666; (2) "ACTIVITY ENTRY DOOR 10" SIGNS TO PUT ON SANDWICH BOARDS AT NORTHWOOD MIDDLE SCHOOL	2202300434	144.00	144.00
20E060	2540 4000 65 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		144.00	
1014977	SIGNS NOW MUNDELEIN	01/17/2023	INV-50130	BUS MAGNET ORDERED BY SUSANA ON 10/24/22 iINV 50130 OK TO PAY	2202300475	250.35	250.35
20E200	2540 4000 50 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		250.35	
1014978	JOHNSON CONTROLS FIRE PROTECTI	01/17/2023	89363939	SERVICE ON FIRE ALARM PANELS FY23; DISTRICT WIDE	2202300059	1,423.20	1,423.20
20E200	2540 3212 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		1,423.20	
1014979	Vendor Continued Void	01/17/2023					0.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1014980	SMITHEREEN PEST MANAGEMENT***	01/17/2023	2870552	PEST CONTROL FOR: WT, IT, BRAE, GB, WHAR EHOUSE, RO, SHER, EP SS FROM OCTOBER 2022 OK TO PAY	2202300452	467.00	986.00
20E200	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		33.00	
20E090	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./PE		46.00	
20E110	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		50.00	
20E100	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P		134.00	
20E040	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		46.00	
20E020	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		55.00	
20E010	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./P		46.00	
20E120	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		57.00	
			2908758	PEST CONTROL MONTHLY INVOICES FOR: IT, BRAE, GB, WH, RO, S HER, EP, RAV, OT, LINC , WT SS FROM DECEMBER 2022 OK TO PAY	2202300453	519.00	
20E200	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		33.00	
20E090	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./PE		46.00	
20E110	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		50.00	
20E100	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/SHERWOOD/OPER. & MAINT./P		39.00	
20E080	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./PE		46.00	
20E070	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		55.00	
20E050	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PE		46.00	
20E040	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		46.00	
20E030	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		55.00	
20E010	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./P		46.00	
20E120	2540 3238 34 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		57.00	
1014981	Vendor Continued Void	01/17/2023					0.00
1014982	SOLIANT	01/17/2023	20544271	STUDENT SERVICES PURCHASED SERVICES - REMOTE TEACHER - 11/28/22 - 12/2/2022 PSYCH SERVICES PURCHASED SERVICES - SUB PSYCH - 11/28/2022 -1 2/2/2022	2122300242	3,200.00	7,530.00
10E200	2140 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/PSYCHOLOGIST/PURCHASED SER		2,000.00	
10E200	2190 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/PURCHASED		1,200.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			20555522	STUDENT SERVICES PURCHASED SERVICES - REMOTE TEACHING PSYCH SERVICES - PURCHASED SERVICES - SUB PSYCH INV #20555522	2122300263	2,480.00	
10E200	2140 3000 38 000000		EDUCATION FUND/DISTRICT WIDE/PSYCHOLOGIST/PURCHASED SER			2,000.00	
10E200	2190 3000 38 000000		EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/PURCHASED			480.00	
			20560900	PSYCH SERVICES PURCHASED SERVICES - SUB PSYCH - DEC 19, 21, 22, 2022 - INVOICE #20560900	2122300270	1,850.00	
10E200	2140 3000 38 000000		EDUCATION FUND/DISTRICT WIDE/PSYCHOLOGIST/PURCHASED SER			1,850.00	
1014983	SOTER TECHNOLOGIES, LLC	01/17/2023	6699	VAPE DETECTOR SUPPORT AND MAINTENANCE/ANNUAL RENEWAL 2023 INV#6699 OK TO PAY	2202300484	600.00	600.00
20E200	2540 4000 65 000000		OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI			600.00	
1014984	SOUND INCORPORATED	01/17/2023	72722	CAPITAL OUTLAY, NEW EQUIPMENT, RED OAK INTERCOM	5552300108	19,200.00	19,200.00
20E200	2540 5000 90 000000		OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI			19,200.00	
1014985	SPECIAL EDUCATION DISTRICT	01/17/2023	01112023	PRIVATE TUITION SERVICES - SECOND SEMESTER SY2022-23 - INVOICE #01/11/2023 - CCR	2122300285	47,132.50	47,132.50
10E200	1912 6700 40 000000		EDUCATION FUND/DISTRICT WIDE/SP ED TUITION; PRIV FACILI			47,132.50	
1014986	STANDARD INSURANCE COMPANY	01/17/2023	1586860001120122	2022-23 LONG TERM DISABILITY	2502300181	684.76	684.76
10E200	2610 2220 22 000000		EDUCATION FUND/DISTRICT WIDE/DISTRICT BENEFITS/MEDICAL			684.76	
1014987	Vendor Continued Void	01/17/2023					0.00
1014988	SUNSET FOOD MART, INC.	01/17/2023	00169826	SNACKS FOR GREEN BAY PRESCHOOL	1202300014	341.40	1,060.33
10E120	1125 4000 16 000000		EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A			341.40	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
			00189367	SNACKS FOR GREEN BAY PRESCHOOL	1202300014	406.60	
10E120	1125 4000 16 000000			EDUCATION FUND/GREEN BAY SCHOOL/PREK REGULAR/SUPPLIES A		406.60	
			007-00634259	SNACKS FOR RED OAK STUDENTS	902300073	52.50	
10E090	1100 4000 16 000000			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA		52.50	
			007-00635048	SNACKS FOR RED OAK STUDENTS	902300073	100.19	
10E090	1100 4000 16 000000			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA		100.19	
			007-00636008	SNACKS FOR RED OAK STUDENTS	902300073	92.19	
10E090	1100 4000 16 000000			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA		92.19	
			007-00637116	SNACKS FOR RED OAK STUDENTS	902300073	67.45	
10E090	1100 4000 16 000000			EDUCATION FUND/RED OAK/REGULAR PROGRAMS/SUPPLIES AND MA		67.45	
1014989	T MOBILE	01/17/2023	97228284912212022	100 MOBILE HOT SPOTS, ACCT 972282849	5552300018	1,500.00	1,500.00
10E200	2220 3000 38 421000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		1,500.00	
1014990	BRAD S TANDET	01/17/2023	12062022-12132022	BASKETBALL REFEREE/EW	202300080	240.00	570.00
10E020	1100 3000 38 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		240.00	
			122122	PAYMENT NEEDED FOR BASKETBALL REFEREES/NW/JM	602300130	330.00	
10E060	1100 4000 50 000000			EDUCATION FUND/NORTHWOOD/REGULAR PROGRAMS/SUPPLIES AND		330.00	
1014991	THOMSON REUTERS - WEST	01/17/2023	847467297	PURCHASED SERVICES - STUDENT SERVICES - SY2022-23	2122300043	471.33	471.33
10E200	2190 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/STUDENT SERVICES/PURCHASED		471.33	
1014992	TOTAL FITNESS, INC.	01/17/2023	2022323	ESTIMATE NUMBER 20022797; TREADMILL REPAIRS AT EW @ EP	2202300269	727.77	727.77
20E020	2540 3202 31 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./E		727.77	
1014993	TRANE U.S. INC***	01/17/2023	13562903	HVAC/FILTERS/MOTOR SUPPLIES FY23; DISTRICT WIDE	2202300064	880.61	880.61
20E200	2540 3203 31 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		626.92	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E200 2540 4203 50 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		253.69	
1014994	United Rentals (North America)	01/17/2023	203895023-011	MONTHLY RENTAL CONTAINER FOR SHERWOOD SS FROM DECEMBER 2022 OK TO PAY	2202300451	184.00	184.00
20E200 2540 3000 32 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		184.00	
1014995	VARITRONICS	01/17/2023	PSI-151196	OFFICE SUPPLIES/OT	702300080	629.24	629.24
10E070 1100 4000 50 000000				EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		629.24	
1014996	GABRIEL VITI REVOCABLE TRUST	01/17/2023	020123	MONTHLY RENT for Viti Building-FEB 2023 rent	2502300190	18,700.00	18,700.00
20E200 2540 3000 38 000000				OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		18,700.00	
1014997	WEPA LIBROS LLC	01/17/2023	1006	2022-2023 - SUPPLIES AND MATERIALS - ELA	2102300182	272.53	272.53
10E200 2210 4000 60 000000				EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./SUPPLIES AN		272.53	
1014998	WEST MUSIC***	01/17/2023	SI2217886	MUSIC/OT	702300066	16.80	16.80
10E070 1100 4000 62 000000				EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/SUPPLIES AN		16.80	
1014999	Vendor Continued Void	01/17/2023					0.00
1015000	Vendor Continued Void	01/17/2023					0.00
1015001	Vendor Continued Void	01/17/2023					0.00
1015002	Vendor Continued Void	01/17/2023					0.00
1015003	Vendor Continued Void	01/17/2023					0.00
1015004	Vendor Continued Void	01/17/2023					0.00
1015005	Vendor Continued Void	01/17/2023					0.00
1015006	Vendor Continued Void	01/17/2023					0.00
1015007	Vendor Continued Void	01/17/2023					0.00
1015008	Vendor Continued Void	01/17/2023					0.00
1015009	WILLSCOT/WILLIAMS SCOTSMAN	01/17/2023	9016113369	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT = \$693,298.33) FOR ELM PLACE &	2202300051	4,114.81	48,804.35

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E200	2540 3000 38 000000			SHERWOOD OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		4,114.81	
			9016148915	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT = \$693,298.33) FOR ELM PLACE & SHERWOOD	2202300051	2,687.00	
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		2,687.00	
			9016148916	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT = \$693,298.33) FOR ELM PLACE & SHERWOOD	2202300051	2,687.00	
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		2,687.00	
			9016148917	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT = \$693,298.33) FOR	2202300051	3,589.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E200	2540 3000 38 000000			ELM PLACE & SHERWOOD OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		3,589.00	
			9016148919	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT = \$693,298.33) FOR ELM PLACE & SHERWOOD	2202300051	3,589.00	
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		3,589.00	
			9016148921	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT = \$693,298.33) FOR ELM PLACE & SHERWOOD	2202300051	3,589.00	
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		3,589.00	
			9016148923	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT =	2202300051	3,589.00	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E200	2540 3000 38 000000			\$693,298.33) FOR ELM PLACE & SHERWOOD			
			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI			3,589.00	
			9016437577	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT = \$693,298.33) FOR ELM PLACE & SHERWOOD	2202300051	2,762.46	
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		2,762.46	
			9016437579	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT = \$693,298.33) FOR ELM PLACE & SHERWOOD	2202300051	2,762.31	
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		2,762.31	
			9016437581	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR	2202300051	3,677.84	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E200	2540 3000 38 000000			THE DEPOSIT = \$693,298.33) FOR ELM PLACE & SHERWOOD			
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		3,677.84	
			9016437583	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT = \$693,298.33) FOR ELM PLACE & SHERWOOD	2202300051	3,677.84	
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		3,677.84	
			9016437585	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT = \$693,298.33) FOR ELM PLACE & SHERWOOD	2202300051	3,677.84	
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		3,677.84	
			9016437589	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO	2202300051	4,151.25	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
20E200	2540 3000 38 000000			2202101493)FOR THE DEPOSIT = \$693,298.33) FOR ELM PLACE & SHERWOOD			
			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI			4,151.25	
			9016437593	BLANKET ORDER; MOBILE LEASE AGREEMENTS WILL BE FOR A MINIMUM OF 24 MONTHS FOR AN APPROXIMATE TOTAL AMOUNT OF \$693,298.33 (WAS \$836,706.66 - \$143,408.33(PO 2202101493)FOR THE DEPOSIT = \$693,298.33) FOR ELM PLACE & SHERWOOD	2202300051	4,250.00	
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		4,250.00	
1015010	WILSON RAILING & METAL FABRICA	01/17/2023	12008	QUOTE NUMBER C-22142; REPLACE (3) HANDRAILS AT LINCOLN SCHOOL WITH 1-1/4" SQUARE STAINLESS TO ELIMINATE RUSTING	2202300085	1,803.90	1,803.90
20E050	2540 3201 31 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./GE		1,803.90	
1015011	WITH PARTNERS	01/17/2023	0000005	2022-2023 - PURCHASED SERVICES - PD	2102300179	5,000.00	12,000.00
10E200	2210 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		5,000.00	
			0000008	2022-2023 - PURCHASED SEVICES - PD	2102300180	7,000.00	
10E200	2210 3000 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./PURCHASED S		7,000.00	
1015012	XEROX FINANCIAL SERVICES	01/17/2023	3650560	COPIER EXPENSE - DISTRICT WIDE - OPEN PO - FY23	5552300026	647.70	15,468.59
10E200	2220 3000 03 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		647.70	
			3679190	COPIER EXPENSE -	5552300026	233.47	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
10E200	2220 3000 03 000000			DISTRICT WIDE - OPEN PO - FY23			
			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC			233.47	
			3702723	COPIER EXPENSE -	5552300026	14,587.42	
				DISTRICT WIDE - OPEN PO - FY23			
10E200	2220 3000 03 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		14,587.42	
1015013	ZOOM VIDEO COMMUNICATIONS, INC	01/17/2023	INV181483715	SOFTWARE/SITE LICENSE	5552300057	973.33	973.33
10E200	2220 3000 80 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		973.33	
			206	Computer	Check(s) For a Total of		6,899,450.19

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	3	ACH	Checks For a Total of	629,387.17
	206	Computer	Checks For a Total of	6,899,450.19
Total For	209	Manual, Wire Tran, ACH & Computer Checks		7,528,837.36
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	7,528,837.36

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	1,562,589.61	1,562,589.61
15	FOOD SERVICE	0.00	0.00	36,446.29	36,446.29
20	OPERATIONS & MAINTENANCE FUND	0.00	0.00	337,282.03	337,282.03
40	TRANSPORTATION FUND	0.00	0.00	1,322,379.22	1,322,379.22
60	SECURITY 2022 REFERENDUM	0.00	0.00	2,431,530.00	2,431,530.00
62	EDGEWOOD CONSTRUCTION ACCOUNT	0.00	0.00	1,838,610.21	1,838,610.21

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1014802	GABRIEL VITI REVOCABLE TRUST	12/27/2022	12222022	VITI LEASE -Security Deposit = \$20,400 -Furniture Deposit = \$3,000 -First Month's Rent = \$18,700	2502300184	42,100.00	42,100.00
20E200	2540 3000 38 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		42,100.00	
				1 Computer	Check(s) For a Total of		42,100.00

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	1	Computer	Checks For a Total of	42,100.00
Total For	1	Manual, Wire Tran, ACH & Computer	Checks	42,100.00
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	42,100.00

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
20	OPERATIONS & MAINTENANCE FUND	0.00	0.00	42,100.00	42,100.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
222300198	ANKITABEN PATEL	12/16/2022	0035009	PROFESSIONAL DEVELOPMENT TUITION REIMBURSEMENT PER THE EMPLOYEE'S CONTRACT	2502300179	2,670.00	2,670.00
10E200	2210 2300 35 000000			EDUCATION FUND/DISTRICT WIDE/IMPROVE INSTR./TUITION REI		2,670.00	
				1 ACH	Check(s) For a Total of		2,670.00

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	1	ACH	Checks For a Total of	2,670.00
	0	Computer	Checks For a Total of	0.00
Total For	1	Manual, Wire Tran,	ACH & Computer Checks	2,670.00
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	2,670.00

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	2,670.00	2,670.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
222300197	JAMIE Z BITTON	12/15/2022	10172022	MILEAGE/OT	702300085	69.66	69.66
10E070 1100 3000 30 000000				EDUCATION FUND/OAK TERRACE/REGULAR PROGRAMS/PURCHASED S		69.66	
				1 ACH	Check(s) For a Total of		69.66

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	1	ACH	Checks For a Total of	69.66
	0	Computer	Checks For a Total of	0.00
Total For	1	Manual, Wire Tran, ACH & Computer	Checks	69.66
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	69.66

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	69.66	69.66

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1014788	ACCESS ONE	12/14/2022	5595020	TELECOMMUNICATION, SERVER DATA COLLECTION FOR DISTRICT WIDE: SS FROM DECEMBER 2022 OK TO PAY	2202300446	2,184.91	2,184.91
20E010	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/BRAESIDE/OPER. & MAINT./P		124.29	
20E020	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./P		223.38	
20E030	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/ELM PLACE/OPER. & MAINT./		223.38	
20E040	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/INDIAN TRAIL/OPER. & MAIN		124.29	
20E050	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/LINCOLN/OPER. & MAINT./PH		124.01	
20E060	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/NORTHWOOD/OPER. & MAINT./		223.38	
20E070	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		223.38	
20E080	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/RAVINIA/OPER. & MAINT./PH		124.29	
20E090	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/RED OAK/OPER. & MAINT./PH		223.38	
20E110	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/WAYNE THOMAS/OPER. & MAIN		347.77	
20E120	2540 3260 42 000000			OPERATIONS & MAINTENANCE FUND/GREEN BAY SCHOOL/OPER. &		223.36	
1014789	CITY OF HIGHLAND PARK	12/14/2022	026578120522	WATER BILL FOR LAND 2 SS FROM 9/1/22 TO 11/30/22 OK TO PAY	2202300441	250.48	250.48
20E200	2540 3000 44 000000			OPERATIONS & MAINTENANCE FUND/DISTRICT WIDE/OPER. & MAI		250.48	
1014790	COMCAST BUSINESS+++	12/14/2022	160530168	DISTRICT WIDE INTERNET SERVICE - OPEN PO - FY23	5552300025	16,419.59	16,419.59
10E200	2220 3261 42 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PHONE SECURITY/N		16,419.59	
1014791	COMMONWEALTH EDISON	12/14/2022	5539105000120622	ELECTRIC BILL FOR EDGEWOOD SS FROM 10/21 TO 11/21/22 OK TO PAY	2202300443	4,576.49	4,576.49
20E020	2540 4000 69 000000			OPERATIONS & MAINTENANCE FUND/EDGEWOOD/OPER. & MAINT./S		4,576.49	
1014792	LAKESHORE RECYCLING SYSTEMS	12/14/2022	0005167044	TRASH & RECYCLING FOR OAK TERRACE SS FROM NOVEMBER 2022 OK TO PLAY	2202300445	902.70	902.70
20E070	2540 3000 86 000000			OPERATIONS & MAINTENANCE FUND/OAK TERRACE/OPER. & MAINT		902.70	
1014793	T MOBILE	12/14/2022	969580760120322	203 MOBILE HOT SPOTS, ACCT 969580760	5552300019	4,020.00	4,048.99
10E200	2220 3000 38 000000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		4,020.00	
			974304005120322	CELL PHONES, ACCT 974304005	5552300017	28.99	
10E200	2220 3000 42 090000			EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		28.99	

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
				6 Computer	Check(s) For a Total of		28,383.16

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	6	Computer	Checks For a Total of	28,383.16
Total For	6	Manual, Wire Tran, ACH & Computer	Checks	28,383.16
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	28,383.16

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	20,468.58	20,468.58
20	OPERATIONS & MAINTENANCE FUND	0.00	0.00	7,914.58	7,914.58

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
1014782	UNITED CONSULTING ENGINEERS	12/13/2022	16	QC ESTIMATED COST PROPOSAL FOR EDGEWOOD MIDDLE SCHOOL ADDITIONS AND RENOVATIONS	2202300050	7,424.00	7,424.00
62E200	2540 5000 96 000000			EDGEWOOD CONSTRUCTION ACCOUNT/DISTRICT WIDE/OPER. & MAI		7,424.00	
				1 Computer	Check(s) For a Total of		7,424.00

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	0	ACH	Checks For a Total of	0.00
	1	Computer	Checks For a Total of	7,424.00
Total For	1	Manual, Wire Tran, ACH & Computer	Checks	7,424.00
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	7,424.00

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
62	EDGEWOOD CONSTRUCTION ACCOUNT	0.00	0.00	7,424.00	7,424.00

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
222300192	LOUIS KOTVIS	12/12/2022	11212022	TRAVEL	202300061	51.75	51.75
				REIMBURSEMENT/EW			
10E020	1100 3000 30 000000			EDUCATION FUND/EDGEWOOD/REGULAR PROGRAMS/PURCHASED SERV		51.75	
				1 ACH	Check(s) For a Total of		51.75

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	1	ACH	Checks For a Total of	51.75
	0	Computer	Checks For a Total of	0.00
Total For	1	Manual, Wire Tran, ACH & Computer	Checks	51.75
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	51.75

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	51.75	51.75

Check Nbr	Vendor Name	Check Date	Invoice Number	Invoice Desc	PO Number	Invoice Amount	Check Amount
222300189	CHERIE GREENWOOD	12/09/2022	112022	MILEAGE	5552300177	118.38	118.38
10E200 2220 3000 30 000000				EDUCATION FUND/DISTRICT WIDE/ED. MEDIA/PURCHASED SERVIC		118.38	
222300190	DONNA J KIRK	12/09/2022	12072022	HEALTH SERVICES -	2122300239	176.00	176.00
				NURSE MALPRACTICE			
				INSURANCE HEALTH			
				SERVICES - VISION			
				/ HEARING			
				RECERTIFICATION			
10E200 2130 3000 35 000000				EDUCATION FUND/DISTRICT WIDE/HEALTH SERVICES/PURCHASED		60.00	
10E200 2130 3000 27 000000				EDUCATION FUND/DISTRICT WIDE/HEALTH SERVICES/PURCHASED		116.00	
222300191	ALINA PIRVU	12/09/2022	12062022	HEALTH SERVICES -	2122300241	45.00	45.00
				PROFESSIONAL			
				DEVELOPMENT -			
				SCHOOL HEALTH			
				DAYS - A.PIRVU			
10E200 2130 3000 35 000000				EDUCATION FUND/DISTRICT WIDE/HEALTH SERVICES/PURCHASED		45.00	
3 ACH						Check(s) For a Total of	339.38

	0	Manual	Checks For a Total of	0.00
	0	Wire Transfer	Checks For a Total of	0.00
	3	ACH	Checks For a Total of	339.38
	0	Computer	Checks For a Total of	0.00
Total For	3	Manual, Wire Tran, ACH & Computer	Checks	339.38
Less	0	Voided	Checks For a Total of	0.00
			Net Amount	339.38

FUND SUMMARY

Fund	Description	Balance Sheet	Revenue	Expense	Total
10	EDUCATION FUND	0.00	0.00	339.38	339.38

Check Date 12/15/2022

FUND / OBJECT SUMMARY

<u>FUND</u>	<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
10	1000	SALARIES	2,137,857.78
	1150	OVERTIME	64.34
	1160	SUBSTITUTES	6,127.50
	2110	TEACHERS RETIREMENT	40,223.04
	2120	IMRF	2,247.43
	2310	OTHER BENEFITS	1,581.99
	3000	PURCHASED SERVICES	356.03
	4000	SUPPLIES AND MATERIALS	130.48
		Fund 10 Total	2,188,588.59
20	1000	SALARIES	51,003.56
	2120	IMRF	364.00
		Fund 20 Total	51,367.56
40	1000	SALARIES	3,604.10
	2120	IMRF	169.82
		Fund 40 Total	3,773.92
50	2120	IMRF	21,286.27
	2130	FICA	15,233.51
	2140	MEDICARE	31,107.48
		Fund 50 Total	67,627.26
		Summary total	2,311,357.33

OBJECT SUMMARY

<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
1000	SALARIES	2,192,465.44

Check Date 12/15/2022

<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
1150	OVERTIME	64.34
1160	SUBSTITUTES	6,127.50
2110	TEACHERS RETIREMENT	40,223.04
2120	IMRF	24,067.52
2130	FICA	15,233.51
2140	MEDICARE	31,107.48
2310	OTHER BENEFITS	1,581.99
3000	PURCHASED SERVICES	356.03
4000	SUPPLIES AND MATERIALS	130.48
	Summary total	2,311,357.33

***** End of report *****

Check Date 12/22/2022

FUND / OBJECT SUMMARY

<u>FUND</u>	<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
10	1000	SALARIES	1,843,511.17
	1160	SUBSTITUTES	14,973.75
	2110	TEACHERS RETIREMENT	36,709.10
	2120	IMRF	2,247.43
	2310	OTHER BENEFITS	1,581.99
		Fund 10 Total	1,899,023.44
20	1000	SALARIES	49,209.22
	2120	IMRF	364.00
		Fund 20 Total	49,573.22
40	1000	SALARIES	3,604.10
	2120	IMRF	169.82
		Fund 40 Total	3,773.92
50	2120	IMRF	20,425.55
	2130	FICA	14,591.83
	2140	MEDICARE	26,941.18
		Fund 50 Total	61,958.56
		Summary total	2,014,329.14

OBJECT SUMMARY

<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
1000	SALARIES	1,896,324.49
1160	SUBSTITUTES	14,973.75
2110	TEACHERS RETIREMENT	36,709.10
2120	IMRF	23,206.80

Check Date 12/22/2022

<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
2130	FICA	14,591.83
2140	MEDICARE	26,941.18
2310	OTHER BENEFITS	1,581.99
	Summary total	2,014,329.14

***** End of report *****

REPORT SPECIFICATIONS

DISTRIC: NORTH SHORE SCHOOL DISTRICT 112
REPORT TITLE:
PROGRAM NAME: fin/3apcci12. TIME: 12:12:20 PM
COPIES: 1 LPI: 6
RUN ON SERVER: yes CREATE ASCII FILE: NO

Begin Date: 11/01/2022

Through Date: 11/30/2022

Page Break: no

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
Individual Learning1	11/03/2022	INDIVIDUAL LEARNING	JEWEL OSCO 3459	24.94
			Total Credit Card Amount	24.94
Enrique Castro	11/22/2022	ENRIQUE CASTRO	DUNKIN #352356	36.98
	11/16/2022	ENRIQUE CASTRO	CLUCKERS CHARCOAL CHIC	119.51
	11/15/2022	ENRIQUE CASTRO	TARGET 00013854	19.68
	11/14/2022	ENRIQUE CASTRO	TARGET 00011684	60.75
			Total Credit Card Amount	236.92
Alexis Robinson	11/25/2022	ALEXIS ROBINSON	REI GREENWOODHEINEMANN	99.00
	11/18/2022	ALEXIS ROBINSON	CLUCKERS CHARCOAL CHIC	56.39
	11/18/2022	ALEXIS ROBINSON	CLUCKERS CHARCOAL CHIC	28.32
	11/18/2022	ALEXIS ROBINSON	CLUCKERS CHARCOAL CHIC	19.56
	11/11/2022	ALEXIS ROBINSON	BLOOKET	9.98
	11/07/2022	ALEXIS ROBINSON	THE WIENER GUYS LLC	16.80
			Total Credit Card Amount	230.05
Dir of Operations3	11/01/2022	DIRECTOR OF OPERATIONS	KALAHARI RESORT - WI	204.18
			Total Credit Card Amount	204.18
Nicholas Glenn	11/25/2022	NICHOLAS GLEN	ADOBE STOCK	29.99
	11/23/2022	NICHOLAS GLEN	SQ SUSAN RYAN KALINA	900.00
	11/23/2022	NICHOLAS GLEN	UPWORK -533190818REF	288.75
	11/15/2022	NICHOLAS GLEN	UPWORK -530919184REF	262.50
	11/14/2022	NICHOLAS GLEN	UPWORK -501280759REF	-52.50
	11/09/2022	NICHOLAS GLEN	UPWORK -529143803REF	262.50
	11/08/2022	NICHOLAS GLEN	UPWORK -528790770REF	26.25
	11/07/2022	NICHOLAS GLEN	UPWORK -527744208REF	577.50
	11/02/2022	NICHOLAS GLEN	UPWORK -526965911REF	315.00
	11/01/2022	NICHOLAS GLEN	ABT ELECTRONICS	69.13
	11/01/2022	NICHOLAS GLEN	ADOBE PRODUCTS	10.89
	11/01/2022	NICHOLAS GLEN	FACEBK 5E86EGPP32	306.54
			Total Credit Card Amount	2,996.55
Jamie Kahn	11/25/2022	Staff Dinner Conferences	CLUCKERS CHARCOAL CHIC	484.89
	11/23/2022	SAIL Snacks	TARGET 00011684	101.87
	11/23/2022	Return bc tax was not removed	TARGET 00011684	-11.34
	11/23/2022	Repurchase of costume for sail student w/o tax	TARGET 00011684	10.50
	11/21/2022	Items for staff dinner- conferences	DOLLAR TREE	16.25

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
	11/21/2022	Staff Snacks	TARGET 00010363	230.01
	11/18/2022	Staff Appreciation Gift for Teacher Appreciation Week	ANDERSONS BOOKS	791.56
	11/01/2022	Costume for student in SAIL program	TARGET 00011684	11.34
			Total Credit Card Amount	1,635.08
Nicholas Glenn1	11/28/2022	NICHOLAS GLEN	EXPEDITED CARD DELIVERY	25.00
			Total Credit Card Amount	25.00
Susana Rabin	11/17/2022	SUSANA RABIN	POSITIVE PROMOTIONS	828.89
			Total Credit Card Amount	828.89
Jeremy Davis	11/30/2022	JEREMY DAVIS	GOVERNMENT FINANCE OFF	460.00
			Total Credit Card Amount	460.00
Efrain Martinez	11/30/2022	EFRAIN MARTINEZ	WWW.RESEARCHCHILD.ORG	399.00
	11/25/2022	EFRAIN MARTINEZ	WILLIAM V MACGILL & CO	104.08
	11/23/2022	EFRAIN MARTINEZ	MARIAS BAKERY CAFE	881.81
	11/18/2022	EFRAIN MARTINEZ	AMEROUTFIT ROBOTICS A	72.70
	11/11/2022	EFRAIN MARTINEZ	IN ILLINOIS ASSOCIATI	150.00
	11/10/2022	EFRAIN MARTINEZ	SQ MIDWEST VOLLEYBALL	1,589.63
	11/09/2022	EFRAIN MARTINEZ	TST JUDY'S PIZZERIA	8.00
	11/08/2022	EFRAIN MARTINEZ	MUSIC THEATRE INTERNAT	740.00
	11/07/2022	EFRAIN MARTINEZ	TST JUDY'S PIZZERIA	25.80
	11/02/2022	EFRAIN MARTINEZ	SUNSET FOODS #1	18.75
			Total Credit Card Amount	3,989.77
Lilli Melamed	11/30/2022	INCENTIVE GIFTS	INCENTIVE GIFTS	25.00
	11/30/2022	INCENTIVE GIFT CARDS	INCENTIVE GIFT CARDS	25.00
	11/30/2022	INCENTIVE GIFT CARD	INCENTIVE GIFT CARD	25.00
	11/30/2022	INCENTIVE GIFT CARD	INCENTIVE GIFT CARD	25.00
	11/23/2022	CONFERENCE NIGHT DINNER	STAFF CONFERENCE NIGHT DINNER	788.79
	11/16/2022	PLATICAS MEETING FOR PARENTS	FOOD FOR PLATICAS MEETING FOR PARENTS	113.96
	11/16/2022	PLATICAS MEETING FOR PARENTS	PLATICAS MEETING FOR PARENTS	146.04
			Total Credit Card Amount	1,148.79
James Bock	11/11/2022	JAMES BOCK	CRAFTWOOD LUMBER & HAR	87.96
	11/11/2022	JAMES BOCK	CRAFTWOOD LUMBER & HAR	67.99
	11/10/2022	JAMES BOCK	CRAFTWOOD LUMBER & HAR	23.14
	11/04/2022	JAMES BOCK	CRAFTWOOD LUMBER & HAR	21.99

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
	11/04/2022	JAMES BOCK	THE HOME DEPOT #1926	19.92
	11/04/2022	JAMES BOCK	THE HOME DEPOT #1926	280.06
	11/03/2022	JAMES BOCK	CRAFTWOOD LUMBER & HAR	14.68
			Total Credit Card Amount	515.74
Individual Learning	11/28/2022	INDIVIDUAL LEARNING	ANNUAL MEMBERSHIP FEE - ILP CREDIT CARD FEE	35.00
			Total Credit Card Amount	35.00
Wayne Thomas1	11/29/2022	MICHAEL RODRIGO	IN ILLINOIS ASSOCIATI	355.00
	11/28/2022	MICHAEL RODRIGO	ANNUAL MEMBERSHIP FEE	35.00
	11/23/2022	MICHAEL RODRIGO	ROSATIS PIZZA - BANNOC	295.61
	11/21/2022	MICHAEL RODRIGO	ILLINOIS PRINCIPALS AS	199.00
	11/21/2022	MICHAEL RODRIGO	ULTIMATESCREENPRINTING	727.50
	11/16/2022	MICHAEL RODRIGO	TARGET 00011684	32.78
	11/11/2022	MICHAEL RODRIGO	STICKER MULE	97.20
			Total Credit Card Amount	1,742.09
Superintendent Admin	11/22/2022	HOTEL FINAL PAYMENT- JOINT ANNUAL CONFERENCE -HIRSH	INTERCONTINENTAL CHICA	300.14
	11/22/2022	HOTEL FINAL PAYMENT- JOINT ANNUAL CONFERENCE -GLENN	INTERCONTINENTAL CHICA	300.14
	11/21/2022	HOTEL FINAL PAYMENT- JOINT ANNUAL CONFERENCE -ITKIN	INTERCONTINENTAL CHICA	50.07
	11/17/2022	HOTEL JAC22 CONF.-PARTIAL REFUND PT 1(REMAINDER ON JAN. BILL	INTERCONTINENTAL CHICA	-500.12
	11/15/2022	GIFT WRAP	WALGREENS #3273	10.66
	11/14/2022	HOTEL JAC22 CONF.-CHARGE IN ERROR	INTERCONTINENTAL CHICA	950.42
	11/08/2022	HOTEL FINAL PAYMENT- JOINT ANNUAL CONFERENCE - COLIN	SHERATON GRAND CHICAGO	318.90
	11/04/2022	JOTFORM PLATFORM SUBSCRIPTION RENEWAL	JOTFORM INC.	348.00
			Total Credit Card Amount	1,778.21
Ravinia Principal	11/22/2022	COURTNEY NORDSTROM	TARGET 00011684	78.65
	11/21/2022	COURTNEY NORDSTROM	BACKYARD GRILL	65.00
			Total Credit Card Amount	143.65
Edgewood School	11/30/2022	EDGEWOOD SCHOOL	MARIANOS #504	66.60
	11/23/2022	EDGEWOOD SCHOOL	JEWEL OSCO 3459	50.09
	11/23/2022	EDGEWOOD SCHOOL	SUNSET FOODS #1	76.11
	11/23/2022	EDGEWOOD SCHOOL	TARGET 00011684	149.84
	11/22/2022	EDGEWOOD SCHOOL	MARIANOS #542	138.35
	11/22/2022	EDGEWOOD SCHOOL	MARIANOS #542	51.12
	11/22/2022	EDGEWOOD SCHOOL	TARGET 00011684	40.92
	11/17/2022	EDGEWOOD SCHOOL	AMAZON.COM HI31P5MZ0 A	69.85

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
	11/15/2022	EDGEWOOD SCHOOL	AMAZON.COM HB8ZO67V1	29.85
	11/08/2022	EDGEWOOD SCHOOL	STAPLES 00116616	17.80
	11/07/2022	EDGEWOOD SCHOOL	MICHAELS STORES 5151	5.94
	11/03/2022	EDGEWOOD SCHOOL	AMZN MKTP US H06A60562	113.98
	11/02/2022	EDGEWOOD SCHOOL	AMZN MKTP US H016G2YQ1	21.24
	11/01/2022	EDGEWOOD SCHOOL	TARGET 00011684	55.92
			Total Credit Card Amount	887.61
Student Services	11/30/2022	HOLLY COLIN	IAASE	325.00
	11/30/2022	HOLLY COLIN	LGC UBER GIFTCARD	80.00
	11/29/2022	HOLLY COLIN	AWL PEARSON EDUCATION	62.90
	11/21/2022	HOLLY COLIN	APPLE.COM/BILL	0.99
	11/21/2022	HOLLY COLIN	HYATT REGENCY CHICAGO	210.35
	11/21/2022	HOLLY COLIN	HYATT REGENCY CHICAGO	8.10
	11/18/2022	HOLLY COLIN	PAR INC	135.00
	11/09/2022	HOLLY COLIN	YOUCANBOOK.ME	40.00
	11/01/2022	HOLLY COLIN	APPLE.COM/BILL	15.09
			Total Credit Card Amount	877.43
Technology	11/21/2022	iCLOUD STORAGE J WICKHAM	APPLE.COM/BILL	2.99
			Total Credit Card Amount	2.99
Teaching & Learning	11/30/2022	KEVIN RYAN	STAPLS7602712781000001	268.11
	11/30/2022	KEVIN RYAN	"THE MAIN IDEA, LLC"	49.00
	11/29/2022	KEVIN RYAN	DELTAEDUCATION.COM	72.24
	11/23/2022	KEVIN RYAN	SAGE PUBLICATIONS	78.85
	11/21/2022	KEVIN RYAN	METRA MOBILE	6.75
	11/21/2022	KEVIN RYAN	SPOTHERO 844-356-8054	31.90
	11/21/2022	KEVIN RYAN	WALMART.COM 8009666546	183.51
	11/18/2022	KEVIN RYAN	PIEROS PIZZA - MOTO	140.89
	11/18/2022	KEVIN RYAN	RBT POTBELLY # 42	-3.37
	11/18/2022	KEVIN RYAN	STAPLS7368903874000001	37.46
	11/16/2022	KEVIN RYAN	DELTAEDUCATION.COM	258.88
	11/16/2022	KEVIN RYAN	POTBELLY # 42	84.33
	11/15/2022	KEVIN RYAN	SP SPHERO/LITTLEBITS	15.07
	11/10/2022	KEVIN RYAN	KAGAN PUBLISHING INC	118.00
	11/10/2022	KEVIN RYAN	NCTE	225.00
	11/09/2022	KEVIN RYAN	THE MATH LEARNING CENT	46.00
	11/07/2022	KEVIN RYAN	PRIME ED PRODUCTS	324.19

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
	11/04/2022	KEVIN RYAN	ETAHAND2MIND	319.80
	11/04/2022	KEVIN RYAN	THE IL ASSOC OF SCHOOL	1,831.02
	11/02/2022	KEVIN RYAN	WALMART.COM	550.54
	11/01/2022	KEVIN RYAN	YOURFLEECE	2,279.05
			Total Credit Card Amount	6,917.22
Indian Trail	11/28/2022	Note Cards	AMZN MKTP US HW6NL4BE2	22.13
	11/28/2022	Renewal	APPLE.COM/BILL	6.99
	11/22/2022	Professional Devel. Conference	LIFELINE FOR LEADERS	150.00
	11/22/2022	Authors visit	THE BOOK STALL	119.92
	11/21/2022	Lunch Meeting	ONCE UPON A BAGEL HP	46.41
	11/21/2022	Enrichment	RUSHORDERT RUSHORDERT	359.00
	11/21/2022	Meeting Refreshments	SQ BENT FORK BAKERY	130.50
	11/17/2022	Envelopes for Report Cards	STAPLES DIRECT	274.64
	11/16/2022	Thank You	GOODIES ETC	147.42
	11/14/2022	Renewal	SPOTIFY USA	9.99
	11/10/2022	Luncheon for B&G Roof Repair	04 - EC - LOU MALNATIS	204.83
	11/10/2022	Printer Toner	AMZN MKTP US HB81980Z0	118.79
	11/08/2022	Treat for Staff Meeting	GOODIES ETC	86.40
	11/02/2022	Enrichment Supplies	CONTAINERSTORENORTHBRO	93.15
			Total Credit Card Amount	1,770.17
Superintendent	11/23/2022	LUNCH MEETING PDHP - LUBELFELD	BACKYARD GRILL	26.71
	11/21/2022	LUNCH ROTARY MEETING - LUBELFELD	ROTARY CLUB OF HIGHLAN	25.00
	11/21/2022	TRANSPORT JOINT CONFERENCE -LUBELFELD	UBER TRIP	31.56
	11/21/2022	TRANSPORT JOINT CONFERENCE-LUBELFELD	UBER TRIP	33.10
	11/18/2022	PARKING JOINT ANNUAL CONFERENCE - LUBELFELD	SPOTHERO 844-356-8054	117.90
	11/17/2022	TRANSPORTATION IEI CONF. - LUBELFELD	YELLOW TRANSPORTATION	39.14
	11/16/2022	AIRLINE BAGGAGE IEI CONFERENCE - LUBELFELD	AMERICAN 0010277428322	30.00
	11/16/2022	ICLOUD STORAGE-LUBELFELD	APPLE.COM/BILL	2.99
	11/16/2022	OHARE PARKING IEI CONFERENCE - LUBELFELD	LOT A EPS	108.00
	11/14/2022	AIRLINE BAGGAGE IEI CONFERENCE - LUBELFELD	AMERICAN 0010277293337	30.00
	11/14/2022	MEAL IEI CONFERENCE - LUBELFELD	MACARONI GRILL ORD	27.07
			Total Credit Card Amount	471.47
Personnel	11/29/2022	MONICA SCHROEDER	IN ILLINOIS ASSOCIATI	300.00
	11/18/2022	MONICA SCHROEDER	SPOTHERO 844-356-8054	117.90
	11/10/2022	MONICA SCHROEDER	ONCE UPON A BAGEL WIN	234.08
	11/04/2022	MONICA SCHROEDER	IASPA.ORG	2,157.50
			Total Credit Card Amount	2,809.48

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
Sherwood Principal	11/23/2022	RACHEL FILIPPI	CLUCKERS CHARCOAL CHIC	854.75
	11/22/2022	RACHEL FILIPPI	TARGET 00008334	131.90
	11/08/2022	RACHEL FILIPPI	SP CONCORD MUSIC SUP	64.46
Total Credit Card Amount				1,051.11
Edgewood Principal	11/18/2022	ANTHONY CANDELA	GOODIES ETC	291.51
	11/14/2022	ANTHONY CANDELA	APPLE.COM/BILL	0.99
Total Credit Card Amount				292.50
Personnel Admin	11/30/2022	JESSICA DUBOIS	DOCHUB.COM/BILL	6.99
	11/29/2022	JESSICA DUBOIS	IN ILLINOIS ASSOCIATI	300.00
	11/29/2022	JESSICA DUBOIS	IN ILLINOIS ASSOCIATI	355.00
	11/22/2022	JESSICA DUBOIS	DUNKIN #352356	64.28
	11/11/2022	JESSICA DUBOIS	JEWEL OSCO 3459	37.75
Total Credit Card Amount				764.02
Green Bay Admin	11/23/2022	MAGDALENA ROMAN	THE WIENER GUYS LLC	498.50
	11/14/2022	MAGDALENA ROMAN	ULTIMATE SLP	12.95
Total Credit Card Amount				511.45
Greg Riley3	11/14/2022	RILEY GREG	THE HOME DEPOT #1926	29.34
	11/07/2022	RILEY GREG	THE HOME DEPOT #1926	449.07
	11/07/2022	RILEY GREG	THE HOME DEPOT #1926	129.55
	11/03/2022	RILEY GREG	THE HOME DEPOT 1926	321.76
Total Credit Card Amount				929.72
Stan Paic3	11/30/2022	PAIC STAN	CRAFTWOOD LUMBER & HAR	55.86
	11/22/2022	PAIC STAN	CRAFTWOOD LUMBER & HAR	162.52
	11/22/2022	PAIC STAN	CRAFTWOOD LUMBER & HAR	131.75
	11/17/2022	PAIC STAN	CRAFTWOOD LUMBER & HAR	87.24
	11/14/2022	PAIC STAN	CRAFTWOOD LUMBER & HAR	161.12
	11/07/2022	PAIC STAN	CRAFTWOOD LUMBER & HAR	158.65
	11/02/2022	PAIC STAN	ABT ELECTRONICS	58.00
Total Credit Card Amount				815.14
Tom Spellman3	11/23/2022	SPELLMAN TOM	CRAFTWOOD LUMBER & HAR	133.92
	11/23/2022	SPELLMAN TOM	MUTUAL ACE HARDWARE &	151.98
	11/23/2022	SPELLMAN TOM	THE HOME DEPOT 1926	323.51
	11/18/2022	SPELLMAN TOM	THE HOME DEPOT 1926	228.46

<u>District Card Name</u>	<u>Trans Date</u>	<u>Transaction Description</u>	<u>Where Used</u>	<u>Amount</u>
	11/17/2022	SPELLMAN TOM	CRAFTWOOD LUMBER & HAR	92.43
			Total Credit Card Amount	930.30
Dan Dal Pnte3	11/16/2022	DAL PNTE DAN	CRAFTWOOD LUMBER & HAR	87.36
	11/16/2022	DAL PNTE DAN	THE HOME DEPOT 1926	237.26
	11/15/2022	DAL PNTE DAN	MUTUAL ACE HARDWARE &	131.33
	11/10/2022	DAL PNTE DAN	CRAFTWOOD LUMBER & HAR	79.52
	11/03/2022	DAL PNTE DAN	MUTUAL ACE HARDWARE &	280.68
	11/03/2022	DAL PNTE DAN	THE HOME DEPOT #1926	140.33
			Total Credit Card Amount	956.48
Alfredo Jurado3	11/25/2022	JURADO ALFREDO	THE HOME DEPOT #1926	33.13
	11/23/2022	JURADO ALFREDO	THE HOME DEPOT #1926	171.36
	11/15/2022	JURADO ALFREDO	MUTUAL ACE HARDWARE &	102.01
			Total Credit Card Amount	306.50
Efrain Pernillo3	11/25/2022	PERNILLO EFRAIN	THE HOME DEPOT #1926	41.82
	11/17/2022	PERNILLO EFRAIN	THE HOME DEPOT #1926	20.15
	11/16/2022	PERNILLO EFRAIN	MUTUAL ACE HARDWARE &	74.76
	11/04/2022	PERNILLO EFRAIN	THE HOME DEPOT #1926	143.62
			Total Credit Card Amount	280.35
			Grand Total Amount	36,568.80

***** End of report *****

MEMORANDUM

NORTH SHORE SCHOOL DISTRICT 112

TO: Dr. Michael Lubelfeld, Superintendent of Schools
Members of the Board of Education

FROM: Mr. Jeremy Davis, Assistant Superintendent of Finance and Operations

RE: **Business Office Monthly Report of Summary Financial Performance Data for December 2022**

Policy Alignment: Policy 4.8 – Accounting and Audits

DATE: January 17, 2023

1. Investments

See Treasurer’s Report for month and summary of cash and investments.

2. Financial Packet

The Financial Packet for the month of December, 2022, including the following reports, is presented for your review.

- a. Summary reports of Expenditures for the month.
- b. Check Summaries for disbursements processed from the last to the current Board meeting are provided for separate Board approval.

The status of the Education Fund expenses (in \$ millions) are as follows:

TOTAL	SPENT	
<u>BUDGET</u>	<u>YTD</u>	<u>BALANCE</u>
\$65.3	\$27.0	\$38.3

North Shore School District 112
Summary of Cash & Investments
December 31, 2022

	<u>Cash & Investments December 31, 2022</u>	<u>% of Total</u>	<u>Cash & Investments November 30, 2022</u>	<u>Monthly Change in Cash & Investments</u>	<u>Cash & Investments December 31, 2021</u>	<u>% of Total</u>	<u>Annual Change in Cash & Investments</u>
10 Education	\$ 79,889,052.84	48%	\$ 84,975,352.09	\$ (5,086,299.25)	\$ 69,914,094.44	59%	\$ 9,974,958.40
20 Operations and Maintenance	\$ 9,634,085.34	6%	\$ 13,934,273.73	\$ (4,300,188.39)	\$ 8,992,233.30	8%	\$ 641,852.04
30 Debt Service	\$ 3,009,159.12	2%	\$ 78,130.10	\$ 2,931,029.02	\$ 2,959,180.12	2%	\$ 49,979.00
40 Transportation	\$ 5,272,611.03	3%	\$ 5,335,667.85	\$ (63,056.82)	\$ 7,294,299.33	6%	\$ (2,021,688.30)
50 Municipal Retirement	\$ 3,590,054.48	2%	\$ 3,598,370.66	\$ (8,316.18)	\$ 2,752,449.45	2%	\$ 837,605.03
60 Capital Projects	\$ 60,597,895.21	37%	\$ 5,580,239.56	\$ 55,017,655.65	\$ 24,186,149.32	20%	\$ 36,411,745.89
70 Working Cash	\$ 3,189,995.62	2%	\$ 3,186,367.79	\$ 3,627.83	\$ 2,971,492.10	2%	\$ 218,503.52
Total District Funds	\$ 165,182,853.64	100%	\$ 116,688,401.78	\$ 48,494,451.86	\$ 119,069,898.06	100%	\$ 46,112,955.58
99 Student Activity	\$ 227,706.72	0%	\$ 218,755.45	\$ 8,951.27	\$ 224,370.00	0%	\$ 3,336.72
Total All Funds	\$ 165,410,560.36	100%	\$ 116,907,157.23	\$ 48,503,403.13	\$ 119,294,268.06	100%	\$ 46,116,292.30

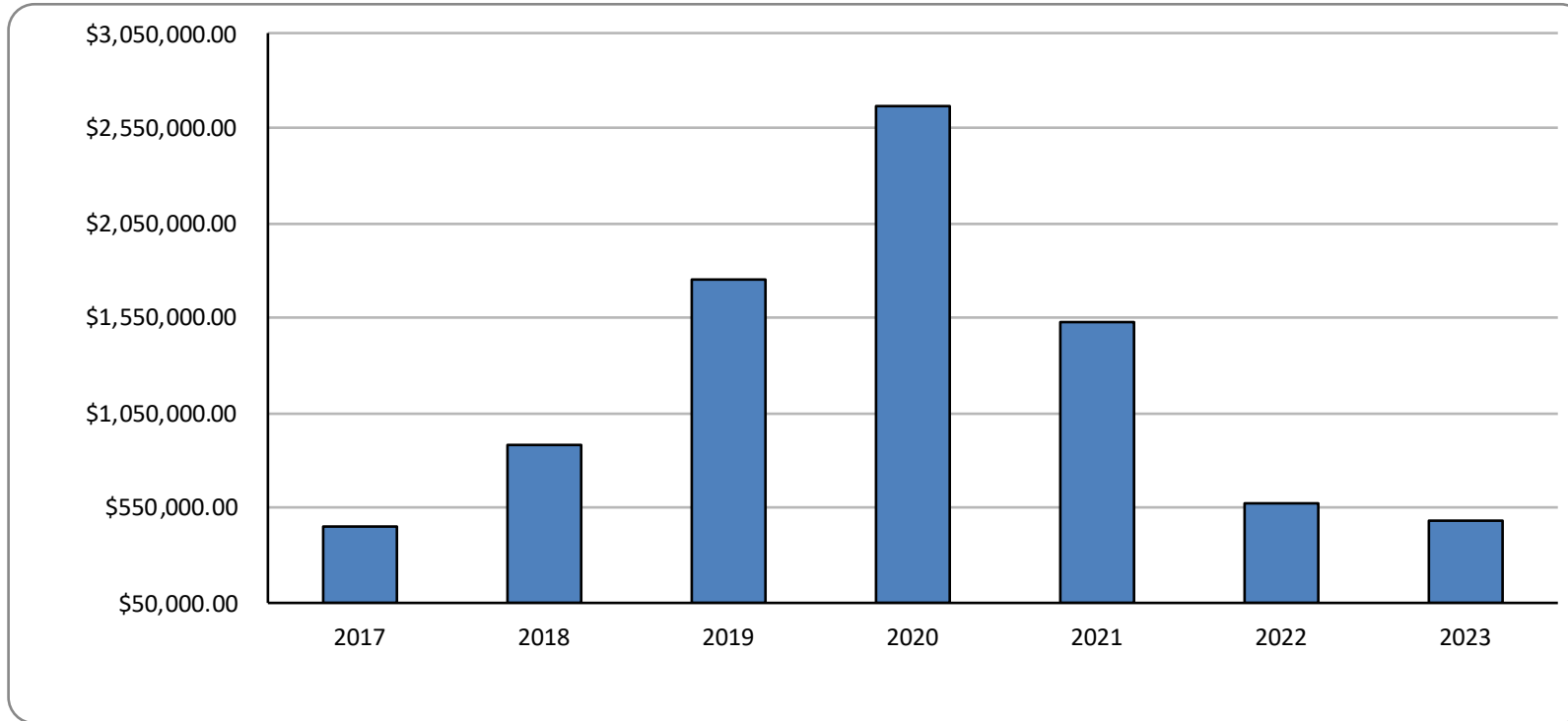
**Please note that the District is reporting cash and investments on a cost basis.

North Shore School District 112
Fund Balance Summary
December 31, 2022

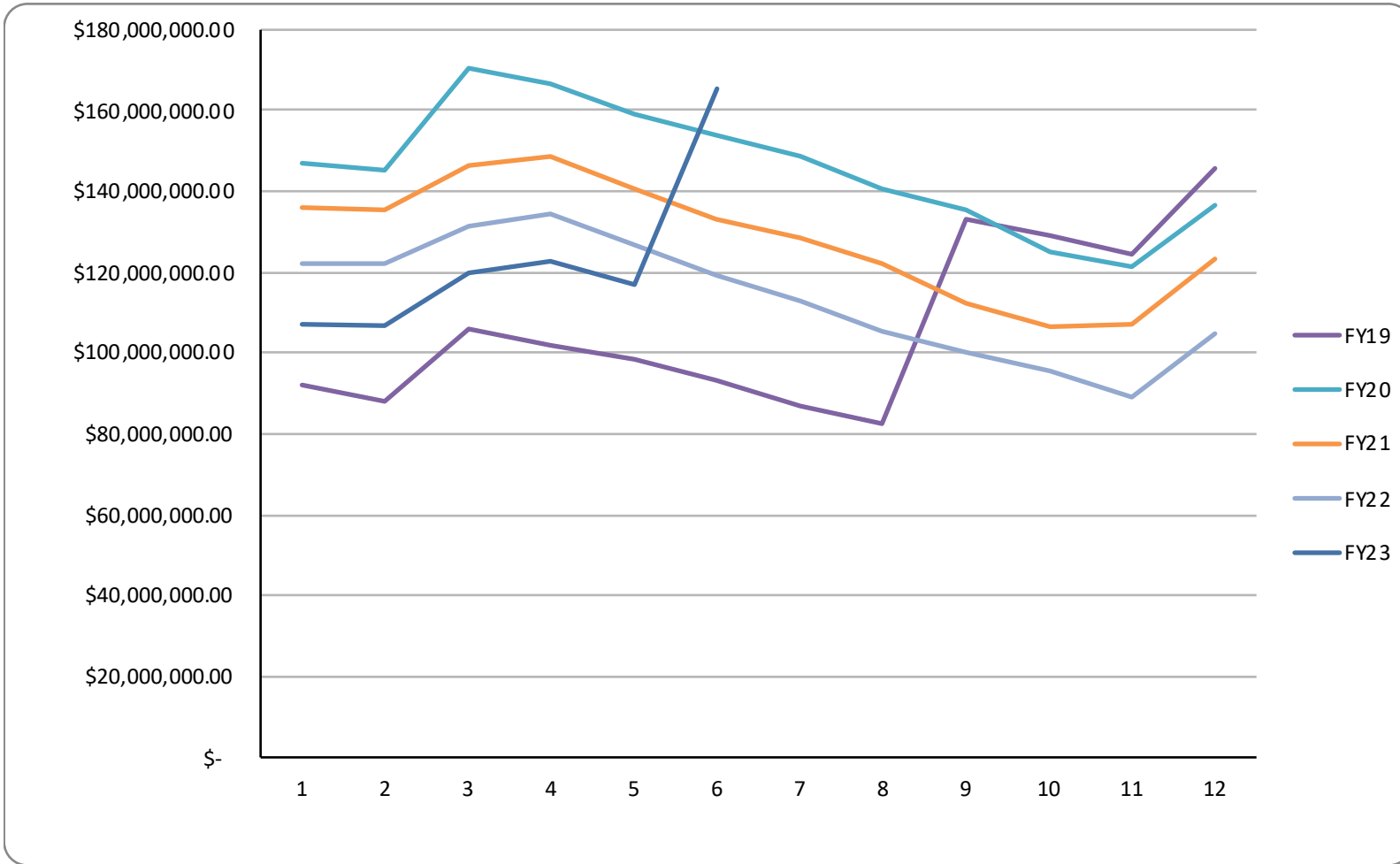
Fund	Audited Fund Balance June 30, 2022	2022-23 Fiscal Year to Date Revenues	2022-23 Fiscal Year to Date Expenditures	Excess / (Deficiency) of Revenues Over Expenditures	2022-23 Other Financing Sources/Uses	Unaudited Fund Balance December 31, 2022
(10) Education	\$ 39,459,022	\$ 66,404,684	\$ 26,964,011	\$ 39,440,673	\$ -	\$ 78,899,695
(15) Food Service	\$ 67,016	\$ 219,154	\$ 120,863	\$ 98,291	\$ -	\$ 165,307
(20) Operations and Maintenance	\$ 4,811,451	\$ 12,436,950	\$ 3,745,027	\$ 8,691,923	\$ (3,866,888)	\$ 9,636,486
(40) Transportation	\$ 5,349,708	\$ 482,436	\$ 567,635	\$ (85,199)	\$ -	\$ 5,264,509
(50) Municipal Retirement	\$ 3,696,430	\$ 520,778	\$ 629,595	\$ (108,817)	\$ -	\$ 3,587,613
(70) Working Cash	\$ 2,972,283	\$ 217,681	\$ -	\$ 217,681	\$ -	\$ 3,189,964
Total Operating Funds	\$ 56,355,909	\$ 80,281,683	\$ 32,027,131	\$ 48,254,552	\$ (3,866,888)	\$ 100,743,573
(30) Debt Service	\$ 77,858	\$ 237,748	\$ 1,173,335	\$ (935,587)	\$ 3,866,888	\$ 3,009,159
(60) Capital Projects	\$ 10,418,429	\$ 57,287,518	\$ 8,878,821	\$ 48,408,697	\$ -	\$ 58,827,126
Total Non-Operating Funds	\$ 10,496,287	\$ 57,525,266	\$ 10,052,156	\$ 47,473,110	\$ 3,866,888	\$ 61,836,285
Total All Funds	\$ 66,852,196	\$ 137,806,949	\$ 42,079,287	\$ 95,727,664	\$ -	\$ 162,579,860

*Please note fund balance is the net of all District assets and liabilities (including audit accruals).

Interest Received



Cash Balance



North Shore School District 112
Statement of Revenue, Expenditures and Change in Fund Balance
Total Governmental Funds by Object
Fiscal Year to Date through December 31, 2022

	Operating Funds											Total Governmental Funds	
	General Fund			Special Revenue Funds									
	Education, Working Cash & Food Service Funds	% Bud	Operations & Maintenance Fund	% Bud	Transportation Fund	% Bud	Municipal Retirement / Social Security Fund	% Bud	Debt Service Fund	% Bud	Capital Projects Fund	% Bud	
Revenue:													
Local Sources	\$ 65,303,045	99%	\$ 12,436,950	96%	\$ 155,921	53%	\$ 520,778	46%	\$ 357	99%	\$ 92,663	225%	\$ 78,509,716
State Sources	\$ 791,899	52%	-	\$ 326,514	26%	-	-	-	-	42%	\$ 833,333	42%	\$ 1,951,747
Federal Sources	\$ 746,575	24%	-	-	-	-	-	-	-	-	-	-	\$ 746,575
2022 Referendum Bond Issuance	\$ -	-	-	-	-	-	-	\$ 237,391	-	-	\$ 56,346,302	-	\$ 56,583,693
2022 Referendum Bond Interest	\$ -	-	-	-	-	-	-	-	-	-	\$ 15,220	-	\$ 15,220
Total Revenue	\$ 66,841,519	94%	\$ 12,436,950	96%	\$ 482,436	31%	\$ 520,778	46%	\$ 237,748	66049%	\$ 57,287,518	2807%	\$ 137,806,950
Expenditures:													
Salaries	\$ 16,366,432	37%	\$ 623,899	51%	\$ 43,249	50%	\$ -	\$ -	\$ -	-	\$ -	-	\$ 17,033,580
Employee Benefits	\$ 3,823,749	48%	\$ 4,368	\$ 2,038	\$ 629,595	42%	\$ -	\$ -	\$ -	-	\$ -	-	\$ 4,459,750
Purchased Services	\$ 3,404,870	47%	\$ 2,198,035	42%	\$ 520,088	11%	\$ -	\$ 237,391	\$ -	-	\$ -	-	\$ 6,360,383
Supplies	\$ 1,158,504	62%	\$ 380,945	28%	\$ 2,261	45%	\$ -	\$ -	\$ -	-	\$ -	-	\$ 1,541,710
Capital Outlay	\$ 406,276	21%	\$ 537,780	26%	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ 7,477,380	58%	\$ 8,421,437
2022 Referendum Capital Outlay	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ 1,401,441	-	\$ 1,401,441
Debt Service Payment	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 935,944	\$ -	-	\$ -	-	\$ 935,944
Other	\$ 1,925,042	36%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	-	\$ 1,925,042
Total Expenditures	\$ 27,084,873	39%	\$ 3,745,027	22%	\$ 567,635	11%	\$ 629,595	42%	\$ 1,173,335	60%	\$ 8,878,821	60%	\$ 42,079,286
Excess (Deficiency) of Revenue over (under) Expenditures	\$ 39,756,646		\$ 8,691,924		\$ (85,199)		\$ (108,817)		\$ (935,587)		\$ 48,408,697		\$ 95,727,664
Other Financing Sources/(Uses):													
Other Sources of Funds	-		\$ -		-		-		\$ 3,866,888		-		\$ 3,866,888
Other Uses of Funds	-		\$ (3,866,888)		-		-		-		-		\$ (3,866,888)
Total Sources/(Uses)	\$ -		\$ (3,866,888)		-		-		\$ 3,866,888		\$ -		-
Change in Fund Balance	\$ 39,756,646		\$ 4,825,036		\$ (85,199)		\$ (108,817)		\$ 2,931,301		\$ 48,408,697		\$ 95,727,664
Beginning Fund Balance as of 6/30/22	\$ 42,431,303		\$ 4,811,451		\$ 5,349,708		\$ 3,696,430		\$ 77,858		\$ 10,418,429		\$ 66,852,196
Ending Fund Balance as of 12/31/22	\$ 82,089,660		\$ 9,636,487		\$ 5,264,508		\$ 3,587,613		\$ 3,009,159		\$ 58,827,126		\$ 162,579,860

Northshore School District 112
Cash and Investments
31-Dec-22

	<u>Account Balance</u>	<u>% of Total</u>
Petty Cash		
Statement Balance	\$ 643.67	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u><u>\$ 643.67</u></u>	0.00%
PMA 1030		
Statement Balance	\$ 6,323,751.33	
Less: Outstanding Checks and transfers	\$ (651,177.34)	
Plus Deposits in Transit and transfers	\$ -	
Other Transactions	\$ 33,340.84	
Adjusted	<u><u>\$ 5,705,914.83</u></u>	3.45%
PMA 1033 ST Investments		
Statement Balance	\$ 56,403,123.26	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u><u>\$ 56,403,123.26</u></u>	34.10%
PMA 1034 LT Cash		
Statement Balance	\$ 48,313.82	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u><u>\$ 48,313.82</u></u>	0.03%
PMA 1047 LT Investments		
Statement Balance	\$ 7,936,070.94	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u><u>\$ 7,936,070.94</u></u>	4.80%
PMA Flex 1048		
Statement Balance	\$ 12,142.89	
Less: Outstanding Checks	\$ -	
Plus Deposits in Transit	\$ -	
Adjusted	<u><u>\$ 12,142.89</u></u>	0.01%
PMA Stud Activity Account		
Statement Balance	\$ 324,313.54	
Less: Outstanding Checks	\$ (1,201.92)	
Plus Deposits in Transit	\$ 5,115.99	
Adjusted	<u><u>\$ 328,227.61</u></u>	0.20%

PMA 1056 Bonds			
Statement Balance	\$	0.23	
Less: Outstanding Checks (Transfer)	\$	-	
Plus Deposits in Transit	\$	-	
Adjusted	\$	0.23	0.00%
PMA 1058 Referendum			
Statement Balance	\$	56,361,521.73	
Less: Outstanding Checks (Transfer)	\$	-	
Plus Deposits in Transit	\$	-	
Adjusted	\$	56,361,521.73	34.07%
PMA 1005 Food Service			
Statement Balance	\$	865,544.25	
Less: Outstanding Checks (Transfer)	\$	-	
Plus Deposits in Transit	\$	(5,234.99)	
Adjusted	\$	860,309.27	0.52%
Wells Fargo 1022			
Statement Balance	\$	2,808,548.50	
Less: Outstanding Checks (Transfer)	\$	-	
Unrealized (gain)/loss	\$	31.81	
(Increase)/decrease in investment cost value	\$	-	
Adjusted	\$	2,808,580.31	1.70%
Fifth Third Bank 1024			
Statement Balance	\$	23,056,046.23	
Unrealized (gain)/loss	\$	805,429.47	
(Increase)/decrease in investment cost value	\$	28,813.03	
Adjusted	\$	23,890,288.73	14.44%
JP Morgan Investments 1051			
Statement Balance	\$	6,271,128.60	
Unrealized (gain)/loss	\$	(12,133.74)	
Accrued Interest	\$	(60.41)	
(Increase)/decrease in investment cost value	\$	(35,285.00)	
Adjusted	\$	6,223,649.45	3.76%
Fifth Third Bank WC 1055			
Statement Balance	\$	101,450.25	
Unrealized (gain)/loss	\$	-	
(Increase)/decrease in investment cost value	\$	-	
Adjusted	\$	101,450.25	0.06%

Fifth Third Bank-Capital Projects 1057

Statement Balance	\$	4,651,179.77	
Plus Deposits in Transit (Transfer)	\$	-	
Unrealized (gain)/loss	\$	77,500.28	
(Increase)/decrease in investment cost value	\$	1,643.32	
Adjusted	\$	<u>4,730,323.37</u>	2.86%
Total Cash and Investments	\$	165,410,560.36	100.00%



INSPIRE · INNOVATE · ENGAGE

NORTH SHORE

SCHOOL DISTRICT 112

Date: January 17, 2023
To: Members of the Board of Education
From: Dr. Michael Lubelfeld, Superintendent of Schools
Subject: Destruction of Closed Session Audio Recordings - July 20, 2021

Policy Alignment: Policy 2.220 Board of Education Meeting Procedures

Disposition: Action

Executive Summary:

In accordance with Board Policy 2:220 Board of Education Meeting Procedures, the superintendent or Board president shall make audio recordings of all closed session meetings. After 18 months, the audio recordings can be destroyed with the Board's approval.

It is my recommendation that the audio recordings from the closed meeting on July 20, 2021 be destroyed. Written minutes of this closed meeting were approved by the Board and will continue to be maintained in accordance with law and policy.

Recommendation:

Roll call vote to approve the audio recording from the closed meeting on July 20, 2021 be destroyed.



INSPIRE · INNOVATE · ENGAGE

NORTH SHORE
SCHOOL DISTRICT 112

Date: January 17, 2023
To: Dr. Michael Lubelfeld, Superintendent of Schools
Members of the Board of Education
From: Jeremy Davis, Assistant Superintendent for Finance and Operations
Subject: Approval to Lease Warehouse Space in Buffalo Grove
Policy Alignment: Policy 4:60 Purchase and Contract
Disposition: Action

Executive Summary:

With the recent passage of its \$114.4 million referendum, North Shore School District 112 will convert its current warehouse located at the site of Indian Trail Elementary School into a new Central Production Kitchen for the District beginning in the school year 2023-2024. Additionally, Lincoln School, a space where the District recently stores excess supplies, materials, and equipment, will be renovated to house the preschool program for the entire District beginning in the school year 2023-2024. These events, coupled with renovations that begin this year at Ravinia and Indian Trail Elementary Schools, will leave NSSD 112 without adequate storage space. As such, the District has looked for a large storage space in the area, and we have located a 12,723-square-foot property in Buffalo Grove that will meet District needs. The District anticipates needing such a space for approximately 18 months.

Attached you will find a draft lease document for the property. Our attorneys have reviewed the lease. The total cost of the lease is estimated to be approximately \$150,000, plus utilities for the 18-month lease term. The lease will terminate at the end of June 2024.

Recommendation:

Roll call vote to approve the lease for warehouse space as presented.

INDUSTRIAL SPACE LEASE

[REDACTED]

BUFFALO GROVE, ILLINOIS

LANDLORD: CGA INVESTMENT COMPANY, L.L.C. an Illinois limited liability company

TENANT: NORTH SHORE SCHOOL DISTRICT 112, an Illinois public school district

LEASED PREMISES: [REDACTED], Buffalo Grove, Illinois

LEASE PREPARED BY: Duncan Lamphere
Lamphere Legal
One Overlook Point
Suite 246
Lincolnshire, Illinois 60069

TABLE OF CONTENTS

ARTICLE 1 GRANT, TERM, DEFINITIONS AND BASIC LEASE PROVISIONS2
ARTICLE 2 POSSESSION3
ARTICLE 3 PURPOSE4
ARTICLE 4 RENT6
ARTICLE 5 INSURANCE9
ARTICLE 6 DAMAGE OR DESTRUCTION11
ARTICLE 7 CONDEMNATION.....11
ARTICLE 8 MAINTENANCE AND ALTERATIONS12
ARTICLE 9 LIENS AND ENCUMBRANCES14
ARTICLE 10 ASSIGNMENT AND SUBLETTING15
ARTICLE 11 UTILITIES16
ARTICLE 12 INDEMNITY AND WAIVER.....16
ARTICLE 13 RIGHTS RESERVED TO LANDLORD17
ARTICLE 14 QUIET ENJOYMENT18
ARTICLE 15 SUBORDINATION OR SUPERIORITY18
ARTICLE 16 SURRENDER19
ARTICLE 17 REMEDIES.....20
ARTICLE 18 SECURITY DEPOSIT.....23
ARTICLE 19 MISCELLANEOUS.....23
ARTICLE 20 LIMITATION OF LIABILITY28

THIS LEASE is made this ____ day of January 2023 (“Effective Date”) by and between CGA INVESTMENT COMPANY, L.L.C., an Illinois limited liability company (“Landlord”), and BOARD OF EDUCATION OF NORTH SHORE SCHOOL DISTRICT 112 an Illinois public school district (“Tenant”). Landlord and Tenant hereby covenant and agree as follows:

ARTICLE 1

GRANT, TERM, DEFINITIONS AND BASIC LEASE PROVISIONS

1.1 Grant. Landlord, for and in consideration of the rents herein reserved and of the covenants and agreements herein contained on the part of the Tenant to be performed, hereby leases to Tenant, and Tenant hereby lets from Landlord, premises known as [REDACTED], consisting of an agreed upon area of 12,723 rentable square feet, being a part of the real estate commonly known as [REDACTED] Buffalo Grove, Illinois, (“Real Estate”), together with all improvements now located or to be located on said premises during the term of this Lease, including, without limitation the building constructed thereon as of the Effective Date (“Building”), together with all appurtenances belonging to or in any way pertaining to the said premises (such premises, improvements and appurtenances hereinafter sometimes jointly or severally, as the context requires, referred to as “Leased Premises”).

1.2 Term. The term (“Term”) of this Lease shall commence on January 18, 2023 (“Commencement Date”) and shall end on June 30, 2024 (“Expiration Date”) unless sooner terminated as herein set forth.

1.3 Tenant's Pro Rata Share. As used in this Lease, the term “Tenant's Pro Rata Share” shall be 14.40%.

1.4 Agent. As used in this Lease, the term “Agent” shall mean the agent of Landlord. Until otherwise designated by notice in writing from Landlord, Agent shall be Van Vlissingen and Co. Tenant may rely upon any consent or approval given in writing by Agent or upon notice from Agent or from the attorneys for Agent or Landlord.

1.5 Basic Lease Provisions.

- (a) Purpose (See Section 3.1): General office and warehouse purposes
- (b) Rent Commencement Date: January 18, 2023
- (c) Base Rent (See Section 4.1):

Initial Term:

Period	Total Period Rent	Monthly Amount
1/18/2023-1/17/2024	\$101,147.85	\$8,428.99
1/18/2024-6/30/2024	\$46,967.25	\$8,681.86

- (d) Payee (See Section 4.1): Landlord
- (e) Payee's Address (See Section 4.1): c/o Van Vlissingen and Co., One Overlook Point, Lincolnshire Corporate Center, Lincolnshire, Illinois 60069.
- (f) Insurance Requirements: As set forth in Article 5.
- (g) Security Deposit (See Article 18): none
- (h) Tenant's Address (for notices) (See Section 19.5):

Prior to March 1, 2023: *[Please Provide]*

1936 Green Bay Road
Highland Park, IL 60035

From and After March 1, 2023:

445 Sheridan Road
Highwood, IL 60040

- (i) Landlord's Address (for notices) (See Section 19.5): c/ o Van Vlissingen and Co., One Overlook Point, Suite 100, Lincolnshire Corporate Center, Lincolnshire, Illinois 60069.
- (j) Brokers (See Section 19.13): Van Vlissingen and Co.
- (k) Number of Parking Spaces (see Section 19.16): 15 unreserved
- (l) Guarantor's Name and Address (See Separate Guaranty): None

ARTICLE 2

POSSESSION

2.1 Possession. Landlord shall tender vacant possession of the Leased Premises to Tenant on the Commencement Date. If Landlord shall be unable to so tender vacant possession of the Leased Premises on the Commencement Date, or on any other date, for any reason whatsoever, including without limitation the failure of the Landlord to complete the Landlord Work, if any is required by this Lease, or the failure of a tenant to vacate or for any other cause whatsoever. Landlord shall not be liable to Tenant for any such failure to tender vacant possession on any particular date, nor shall the validity of this Lease or the obligations of Tenant hereunder be in any way affected by such failure, provided, however, that the Commencement Date shall be the date that Landlord actually tenders vacant possession of the Leased Premises to Tenant. For the purpose of clarity, the obligations of Tenant hereunder prior to the Commencement Date shall not include Tenant's covenant and duty to pay Rent, with such duty commencing as of the Commencement Date either as defined under Section 1.2 or as adjusted according to the terms of

this Section 2.1. Notwithstanding anything else to the contrary in this Lease, if the Commencement Date is adjusted due to Landlord's failure to deliver the Leased Premises in the condition defined in Section 2.2 below, the Expiration Date shall remain the same as defined in Section 1.2 above.

2.2 Condition of Leased Premises. Tenant acknowledges and agrees that it shall take possession of the Leased Premises in its "AS-IS, WHERE-IS" condition as of the Effective Date, without any warranty as to the condition thereof, with the exception that Landlord shall provide drywall partitions to separately demise the Premises from the other warehouse units in the Building (the "Landlord Work"). Tenant's taking possession of the Leased Premises shall be conclusive evidence that the Premises were in good order and satisfactory condition when Tenant took possession thereof. No agreement of Landlord, the Agent or their respective agents, partners or employees to alter, remodel, decorate, clean or improve the Leased Premises or any of the improvements on the Real Estate (or to provide Tenant with any credit or allowance for the same), and no representations regarding the condition of the Leased Premises or improvements on the Real Estate, have been made by or on behalf of Landlord or such other parties or relied upon by Tenant, except as expressly stated otherwise this Lease.

ARTICLE 3

PURPOSE

3.1 Purpose. The Leased Premises shall be used and occupied only for the purpose set forth in Section 1.5(a).

3.2 Uses Prohibited. Tenant will not permit the Leased Premises to be used in any manner that would render the insurance thereon void or the insurance risk more hazardous. Tenant shall not use or occupy the Leased Premises, or permit the Leased Premises to be used or occupied, contrary to any statute, rule, order, ordinance, requirement or regulation applicable thereto, including without limitation any applicable fire codes or rules and regulations of Landlord's fire underwriters or their fire protection engineers; or in any manner which would violate any certificate of occupancy affecting the same or any declarations of protective covenants or similar agreement affecting the Real Estate (collectively, the "Requirements"); or which would cause structural injury to the improvements; or cause the value or usefulness of the Leased Premises, or any part thereof, to diminish; or which would constitute a public or private nuisance or waste.

3.3 Prohibition of Use. If the use of the Leased Premises should at any time during the Lease term be prohibited by the Requirements, and such prohibition was caused by the acts or omissions of Tenant or Tenant's agents, this Lease shall not be thereby terminated, nor shall Tenant be entitled by reason thereof to surrender the Leased Premises or to any abatement or reduction in rent, nor shall the respective obligations of the parties hereto be otherwise affected.

3.4 Environmental Matters. In the event Tenant shall conduct or authorize the generation, transportation, storage, treatment, or disposal at the Leased Premises of any substance regulated under the Resource Conservation and Recovery Act, the Comprehensive Environmental Response, Compensation and Liability Act of 1980, as amended, the Superfund Amendments and Reauthorization Act of 1986, the Federal Water Pollution Control Act and all other federal, state, and local laws relating to pollution or protection of the environment, including, without limitation,

laws relating to emissions, discharges, releases, or threatened releases of industrial, toxic, or hazardous substances or wastes of other pollutants, contaminants, petroleum products or chemicals (collectively "Hazardous Substances") into the environment (including, without limitation, ambient air, surface water, ground water, land surface, or subsurface strata) or otherwise relating to the manufacture, processing, distribution, use, treatment, storage, disposal, transport, or handling of Hazardous Substances (the "Environmental Laws"):

(a) Tenant shall, at its own cost, comply with all Environmental Laws.

(b) Tenant shall promptly provide Landlord with copies of all communications, permits, or agreements with any governmental authority or agency (federal, state, or local) or any private entity relating in any way to the presence, release, threat of release, placement on or in the Leased Premises, or the generation, transportation, storage, treatment, or disposal at the Leased Premises, of any Hazardous Substance.

(c) Landlord and Landlord's agents and employees shall have the right to enter the Leased Premises and/or conduct appropriate tests for the purposes of ascertaining that Tenant complies with all Environmental Laws relating in any way to the presence of Hazardous Substances on the Leased Premises.

(d) Upon written request by Landlord, Tenant shall provide Landlord with the results of appropriate tests of air, water, or soil to demonstrate that Tenant complies with all Environmental Laws relating in any way to the presence of Hazardous Substances on the Leased Premises.

If, as a result of Tenant's action, or the actions of Tenant's agents, employees, guests, invitees, or independent contractors, the presence, release, threat of release, placement on or in the Leased Premises, or the generation, transportation, storage, treatment, or disposal at the Leased Premises of any Hazardous Substance: (i) gives rise to liability (including, but not limited to, a response action, remedial action, or removal action) under RCRA, CERCLA, the IEPA, or any common law theory based on nuisance or strict liability, (ii) causes a significant public health effect, or (iii) pollutes or threatens to pollute the environment, Tenant shall promptly take any and all remedial and removal action necessary to clean up the Leased Premises and mitigate exposure to liability arising from the Hazardous Substance, whether or not required by law.

Tenant hereby represents that the intended operation of Tenant's business on the Leased Premises is not currently subject to reporting under Section 312 of the Federal Emergency Planning and Community Right-to-Know Act of 1986, and federal regulations promulgated thereunder, and in the event Tenant's business at any time becomes subject to the afore-described Act and regulations Tenant shall fully comply therewith and shall promptly provide Landlord with copies of all reporting materials filed or submitted under such Act and regulations.

Tenant shall indemnify, defend, and hold Landlord harmless from all damages, costs, losses, expenses (including, but not limited to, reasonable attorneys' fees and engineering fees) arising from or attributable to any breach by Tenant of any of the provisions of this Section. Tenant's obligations hereunder shall survive the termination of this Lease.

ARTICLE 4

RENT

4.1 Definitions

For purposes of this Lease, the following terms shall have the following meanings:

(a) "Expenses" shall mean all expenses, costs and disbursements of every kind and nature paid or incurred by Landlord in connection with the ownership, management, maintenance, operation, replacement and repair of the Real Property, including, without limitation: (i) any assessment levied against the Real Property or Building by any property owner's association of which the Real Property is part; (ii) insurance premiums incurred by the Landlord in connection with the Real Property or Building; (iii) fire department monitoring service charges (iv) fees for water or sewer services supplied to the Real Property; (v) utilities supplied to the common areas of the Real Property and Building; and (vi) common area maintenance, repairs and replacements, and (vii) maintenance, repairs and improvement to any other portion of the Real Property. Notwithstanding the foregoing, Expenses shall not include: (1) costs of tenant alterations; (2) interest and principal payments on mortgages or any rental payments on any ground leases (except for rental payments which constitute reimbursement for Taxes and Expenses); (3) advertising expenses and leasing commissions; (4) any cost or expenditure for which Landlord is reimbursed, whether by insurance proceeds or otherwise, except through Additional Rent (as hereinafter defined); (5) the cost of any kind of service furnished to any other tenant in the Building which Landlord does not generally make available to all tenants in the Building; (6) legal expenses of negotiating leases with tenants of the Building; or (7) Taxes. Expenses shall be determined on a cash basis or accrual basis, as determined by Landlord.

(b) "Rent" shall mean Base Rent, Additional Rent and any other sums or charges due and payable by Tenant hereunder.

(c) "Taxes" shall mean all taxes, assessments, fees, charges and impositions, general or special, levied upon or assessed against all or any portion of the Real Estate or Building, the property of Landlord located therein or the rents collected therefrom, by any governmental entity based upon the ownership, leasing, rental or operation of the Real Property or Building, including all costs and expenses of protesting any such taxes, assessments or fees. Taxes shall not include any net income, capital stock, succession, transfer, franchise, gift, estate or inheritance taxes; provided, however, if at any time during the Term, a tax or excise on income is levied or assessed by any governmental entity, in lieu of or as a substitute for, in whole or in part, real estate taxes or other ad valorem taxes (whether in lieu of existing Taxes or in lieu of an increase in such Taxes), such tax shall constitute and be included in Taxes. For the purpose of determining Taxes for any given year, the amount to be included for such year (i) as to special assessments payable in installments shall be the amount of the installments (and any interest in connection therewith) due and payable during such year, and (ii) as to all other Taxes shall be the amount accrued, assessed or otherwise imposed for such year, regardless of when such Taxes shall become due and payable or the Taxes due and payable in such year. Tenant

shall pay increased Taxes whether Taxes are increased as a result of increases in the assessments or valuation of the Building (whether based on a sale, change in ownership or refinancing of the Building or otherwise), increases in the tax rates, reduction or elimination of any rollbacks or other deductions available under current Requirements, reductions of any tax abatement as a result of the elimination, invalidity or withdrawal of any tax abatement, or for any other cause whatsoever.

4.2 Components of Rent»

Tenant agrees to pay the following amounts to Landlord, without demand or billing and in legal tender for public or private debts in the United States of America, at the address set forth in Section 1.5(e) or at such other place as Landlord designates from time to time:

(a) Base rent ("Base Rent") to be paid in monthly installments in the amount set forth in Section 1.5(c) in advance on or before the first day of each month of the Term, except that Tenant shall pay the first month's Base Rent upon its execution of this Lease.

(b) Additional rent ("Additional Rent") in an amount equal to Tenant's Pro Rata Share of: (i) Expenses (as the same may be adjusted pursuant to Section 4.3 below) for any calendar year and (ii) Taxes for any calendar year. Landlord shall estimate in advance the amount of Additional Rent due for any full or partial calendar year, and Tenant shall pay Landlord one-twelfth of such estimate on the first day of each month during such year. Such estimate may be revised by Landlord from time to time during the Term whenever it obtains information relevant to making such estimate more accurate and the monthly amount of Additional Rent due from Tenant shall be adjusted accordingly in order to provide for the full payment by Tenant during the relevant calendar year of Landlord's estimate of Expenses and Taxes applicable to such calendar year. After the end of each calendar year, Landlord shall deliver to Tenant a report setting forth the actual Expenses and Taxes for such calendar year and a statement of the amount of Additional Rent that is payable for such year and the amount that Tenant has paid. If the report shows that Tenant's estimated payments of Additional Rent were less than Tenant's actual obligations for same, then within the time period outlined in the Local Government Prompt Payment Act, Tenant shall pay to Landlord such difference. If the report shows an increase in Tenant's estimated payments of Additional Rent for the current calendar year, the Tenant shall pay the difference between the new and former estimates, for the period from January 1 of the current calendar year through the month in which the report is sent, within the time period outlined in the Local Government Prompt Payment Act. If Tenant's estimated payments of Additional Rent exceed the amount due Landlord for such calendar year, Landlord shall apply such excess as a credit against Rent next becoming due under this Lease or, if the Term has already expired and provided Tenant is not then in default hereunder, promptly refund such excess to Tenant, in either case without interest to Tenant. Tenant acknowledges and agrees that real estate taxes in the State of Illinois are calculated and payable in arrears in the calendar year after they accrue and that Landlord has the right, as provided elsewhere in this Lease, to adjust Tenant's payments for Taxes to reflect the amount of actual real estate taxes attributable to the relevant calendar year. Consequently, as of the expiration or earlier termination of the Term, the final actual amount due from Tenant for Taxes for that portion of the Term falling in the calendar year in which the Lease

expires or terminates (the "Final Calendar Year") will not finally be determined until the following calendar year, and the actual amount due from Tenant for Taxes for that portion of the Term falling in the calendar year immediately prior to the Final Calendar Year may not be determined until later in the Final Calendar Year, although Tenant shall be responsible for making payments to Landlord for such Taxes in advance as specified in this Lease.

In lieu of providing one report covering Taxes and Expenses, Landlord may provide separate statements, at the same or different times. No delay by Landlord in providing the report(s) shall be deemed a default by Landlord or a waiver of Landlord's right to require payment of Tenant's obligations for actual or estimated Taxes or Expenses. In no event shall a decrease in Taxes or Expenses ever decrease the monthly Base Rent or give rise to a credit in favor of Tenant.

4.3 Payment of Rent The following provisions shall govern the payment of Rent: (i) if the Commencement Date or Expiration Date falls on a day other than the first or last day of a calendar year, respectively, the Rent for the year in which this Lease so begins or ends shall be prorated and the monthly installments, respectively, shall be adjusted accordingly; (ii) all Rent shall be paid to Landlord without abatement, offset, set-off or deduction, and Tenant's covenant to pay Rent hereunder shall be independent of every other covenant in this Lease; (iii) if, during all or any portion of any calendar year during the Term, the Building is not fully rented and occupied, then Landlord may elect to make an appropriate adjustment of those components of Expenses for such year to determine the Expenses that would have been paid or incurred by Landlord had the Building been fully rented and occupied for the entire year and the amount so determined shall be deemed to have been the Expenses for such year (subject to sufficient documentation), (iv) intentionally omitted; (v) any sum due from Tenant to Landlord which is not paid when due shall bear interest from the date due until the date paid at the annual interest rate provided in the Local Government Prompt Payment Act; (vi) if changes are made to this Lease or the Building changing the number of square feet contained in the Premises or in the Building, or if Landlord makes a more accurate measurement of the Premises or the Building, Landlord may make appropriate adjustments to Tenant's Pro Rata Share; (vii) Tenant shall pay to Landlord, the sum of \$50.00 for each check returned to Landlord for any reason including, but not limited to, insufficient funds, nonexistent or closed account, or non-negotiability (viii) all of Landlord's and Tenant's obligations under this Article 4 shall survive the expiration or earlier termination of this Lease; (ix) no adjustment to the Rent by virtue of the operation of the rent adjustment provisions in this Lease shall result in the payment by Tenant in any year of less than the Base Rent shown in Section 1.5(c); (x) each amount owed to Landlord under this Lease for which the date of payment is not expressly fixed shall be due in accordance with the time frame provided in the Local Government Prompt Payment Act; (xi) if Landlord fails to give Tenant an estimate of Additional Rent prior to the beginning of any calendar year, such failure shall not constitute a default by Landlord hereunder or a waiver by Landlord of its right to collect Rent and, in such event, Tenant shall continue to pay Additional Rent at the rate for the previous calendar year until Landlord

delivers such estimate, at which time Tenant shall promptly commence payment of such revised estimated amount pursuant to the terms and provisions of this Lease.

ARTICLE 5

INSURANCE

5.1 Kinds and Amounts. During the Term, Tenant shall procure and maintain the following coverages in the following amounts, at Tenant's sole cost and expense

- (a) Commercial General Liability Insurance on a primary and non-contributory basis and not excess or secondary to any other insurance as may be available to additional insureds (with broad form commercial liability endorsement, including contractual liability insurance and bodily injury liability) insuring Tenant and naming Landlord (and its constituent members generally) and Landlord's affiliates, lenders, directors, officers, agents, employees, successors, assigns and property manager, and any other parties designated by Landlord from time to time as additional insureds, covering, without limitation, any liability for bodily injury, personal injury, including death, and property damage arising out of Tenant's operations, acts, omissions, assumed liabilities or use of the Leased Premises, for limits of liability not less than:

Bodily Injury Liability	\$1,000,000 each occurrence \$2,000,000 annual aggregate
Personal Injury Liability	\$1,000,000 each occurrence \$2,000,000 annual aggregate
Property Damage Liability	\$1,000,000 each occurrence \$2,000,000 annual aggregate
Fire Damage Liability	\$50,000 each occurrence

(b) Physical Damage Insurance including, but not limited to, fire, sprinkler leakage, vandalism and all other risks of direct physical loss as insured against under special broad form coverage endorsement for the full replacement cost of all additions, improvements and alterations to the Leased Premises and providing that Landlord and any other parties designated by Landlord from time to time are loss payees or additional insureds as their interests may appear, and covering all office furniture, trade fixtures, office equipment, machinery, movable partitions, wall and floor coverings, inventory, merchandise and all other items of Tenant's property on the Leased Premises and any alterations to the Leased Premises made by Tenant. Such insurance shall be written on an "all risks" of physical loss or damage basis, for the full replacement cost value of the covered items and in amounts that meet any coinsurance clause of the policies of insurance and with deductibles no greater than \$50,000. In the event of a loss, the proceeds of such insurance shall be used for the repair or replacement of the property insured; except that if

this Lease is terminated following a casualty, the proceeds applicable to the Building and Landlord's property shall be paid to Landlord and the proceeds applicable to Tenant's personal property shall be paid to Tenant.

(c) Intentionally Deleted.

(d) Worker's Compensation Insurance covering all employees, agents and contractors of Tenant performing work in, on, or with respect to the Premises, in amounts not less than those required by Requirements.

(e) Employers liability insurance covering all employees, agents and contractors of Tenant performing work in, on or with respect to the Premises, in amounts not less than \$500,000 for each accident and \$500,000 for diseases of each employee, agent and contractor.

(f) Extra expense and business interruption insurance for periods and with limits not less than twelve (12) months of Base Rent and Additional Rent.

5.2 Form of Insurance. The aforesaid insurance requirements may be satisfied through a self-insured intergovernmental risk pool or through companies and in form, substance and amount (where not stated above) satisfactory to Landlord and any mortgagee of Landlord, shall contain standard mortgage clauses satisfactory to Landlord's mortgagee and shall have a maximum deductible of \$50,000.00. The aforesaid insurance may be furnished under a blanket policy, if, and only if, said blanket policy contains an endorsement that references the Leased Premises and guarantees a minimum limit available for the Leased Premises equal to the amounts required under Section 5.1 above. The aforesaid insurance shall not be subject to cancellation except after at least thirty (30) days' prior written notice to Landlord and any mortgagee of Landlord. The original insurance policies (or certificates thereof satisfactory to Landlord) together with satisfactory evidence of payment of the premiums thereon, shall be deposited with Landlord no less than ten (10) days prior to the Commencement Date and renewals thereof not less than thirty (30) days prior to the end of the term of each such coverage.

5.3 Mutual Waiver of Claims and Waiver of Subrogation Rights. Whenever (a) any loss, cost, damage or expense resulting from fire, explosion or any other casualty or occurrence is incurred by either of the parties to this Lease, or anyone claiming by, through or under it, in connection with the Leased Premises, and (b) such party is then covered in whole or in part by insurance with respect to such loss, cost, damage or expense, or is required under this Lease to be so insured, then the party so insured (or so required) hereby releases the other party from any liability said other party may have on account of such loss, cost, damage or expense to the extent of any amount recovered by reason of such insurance (or which could have been recovered had such insurance been carried as so required) and waives any right of subrogation which might otherwise exist in or accrue to any person on account thereof. If the party released from liability hereunder is the Landlord, the term "Landlord" for the purpose of this Section 5.3 only, shall include the Trustee, its agents, its beneficiary or beneficiaries and their agents. In as much as this mutual waiver will preclude the assignment of any such by subrogation (or otherwise) to an insurance company (or to any other person), Landlord and Tenant each agree to give to each insurance company which has issued to it, or in the future may issue to it, policies of physical

damage insurance, written notice of the terms of this mutual waiver, and to have said insurance policies property endorsed, if necessary to prevent the invalidation of said insurance coverage by reason of said waiver.

ARTICLE 6

DAMAGE OR DESTRUCTION

6.1 Landlord's Obligation to Rebuild. In the event the Leased Premises are damaged by fire, explosion or other casualty, Landlord shall commence the repair, restoration or rebuilding thereof within sixty (60) days after such damage and shall complete such restoration, repair or rebuilding within one hundred fifty (150) days after the commencement thereof, provided that if construction is delayed because of changes, deletions, or additions in construction requested by Tenant, strikes, lockouts, casualties, acts of God, war, material or labor shortages, governmental regulation or control or other causes beyond the control of Landlord, the period for restoration, repair or rebuilding shall be extended for the amount of time Landlord is so delayed, and provided further that notwithstanding the foregoing, Landlord shall not be obligated to expend more than the amount of insurance proceeds actually received by Landlord in connection with such restoration. If the casualty or the repair, restoration or rebuilding caused thereby shall render the Leased Premises untenable, in whole or in part, an equitable abatement in rent shall be allowed from the date when the damage occurred until the date on which the Leased Premises are again fit for occupancy by Tenant. If such a fire, explosion or other casualty damages the Building in which the Leased Premises are located to the extent of fifty percent (50%) or more thereof, Landlord may, in lieu of repairing, restoring or rebuilding the same, terminate this Lease within sixty (60) days after occurrence of the event causing the damage. In such event, the obligation of Tenant to pay rent and other charges hereunder shall end as of the date when the damage occurred. In the event Landlord's fire and extended coverage insurance provides for a "deductible" and a loss occurs which is the kind of risk otherwise insured under the policy, then Tenant shall pay to Landlord, promptly upon being billed therefor, the lesser of (a) the amount of the loss or (b) the amount of the deductible.

ARTICLE 7

CONDEMNATION

7.1 Taking of Whole. If the whole of the Leased Premises shall be taken or condemned for a public or quasi-public use or purpose by a competent authority, or if such a portion of the Leased Premises shall be so taken that as a result thereof the balance cannot be used for the same purpose and with substantially the same utility to Tenant as immediately prior to such taking, then in either of such events, the Lease term shall terminate upon delivery of possession to the condemning authority, and any award, compensation or damages (hereinafter sometimes called the "award") shall be paid to and be the sole property of Landlord whether the award shall be made as compensation for diminution of the value of the leasehold estate or the fee of the Real Estate or otherwise and Tenant hereby assigns to Landlord all of Tenant's right, title and interest in and to any and all such award. Tenant shall continue to pay Base Rent and other charges hereunder until the Lease term is terminated.

7.2 Partial Taking. If only a part of the Leased Premises shall be so taken or condemned, but the balance of the Leased Premises can still be used for the same purpose and with substantially the same utility to Tenant as immediately prior to such taking, this Lease shall not terminate and Landlord shall repair and restore the Leased Premises and all improvements thereon, except that Landlord shall not hereby be required to expend for repair and restoration any sum in excess of the Award. Any portion of the Award which has not been expended by Landlord for such repairing or restoration shall be retained by Landlord as Landlord's sole property. The rent shall be equitably abated following delivery of possession to the condemning body. If fifty percent (50%) or more of the building within which the Leased Premises are located shall be so taken or condemned, Landlord may terminate this Lease by giving written notice thereof to Tenant within sixty (60) days after such taking. In such event, the award shall be paid to or be the sole property of Landlord.

ARTICLE 8

MAINTENANCE AND ALTERATIONS

8.1 Landlord's Maintenance.

(a) Landlord shall, subject to reimbursement as part of the Expenses in accordance with Article 4, (i) keep and maintain the roof and exterior walls (but not exterior windows and doors and their frames) of the Building, in good order and repair, except for loss by fire or other casualty, which loss is covered by Article 6 of this Lease) and (ii) perform or cause to be performed all exterior painting (at such intervals as Landlord deems appropriate) and shall remove snow accumulations from the roof (if deemed necessary by Landlord), and from the parking lot, and shall perform necessary maintenance, repairs and replacements to the improvements on the Real Estate, the mechanical, electrical, and plumbing equipment on the Real Estate which is used in common by the tenants of the Real Estate, the landscaping, the parking lot, the common area exterior windows and doors and their frames.

(b) Notwithstanding the provisions of Section 8.1(a) Landlord shall repair or replace any damage to the Real Estate, including, without limitation, damage to the roof, landscaping, or exterior of the Building, and to truck dock doors caused by or resulting from any act or omission or negligence of Tenant, its agents, employees, contractors, customers and invitees. Tenant shall reimburse Landlord for Landlord's costs and expenses incurred for repairs or replacements made pursuant to this subsection 8.1(b), within ten (10) days after Landlord bills Tenant therefor.

8.2 Tenant's Maintenance.

(a) Tenant shall keep and maintain the entire interior of the Leased Premises and the portion of the exterior not to be maintained by Landlord pursuant to Section 8.1, roof-mounted mechanical equipment used in connection with the Leased Premises and all ducts and vents relating thereto, pipes and conduits below the floor of the Leased Premises, the electrical system serving the Leased Premises, and windows on the interior and exterior of the Leased Premises clean and sanitary and in good condition and repair and in

compliance with all applicable Requirement, including, without limitation, any necessary replacements, and further including, without limitation, carpet cleaning at least once each year, necessary interior painting, and maintaining and repairing of exterior doors in conformity with other exterior doors of the building or buildings on the Real Estate. Tenant shall, to the extent possible, keep the Leased Premises from falling temporarily out of repair or deteriorating. Tenant shall promptly remove any debris left by Tenant, its employees, agents, contractors, or invitees in the parking area or other exterior areas of the Real Estate.

(b) At all times during the term of this Lease, Tenant shall be responsible for the expense of that portion of the Landlord's heating, ventilating and air-conditioning equipment maintenance contract allocable to the heating, ventilating and air-conditioning equipment exclusively serving the Leased Premises. Tenant shall reimburse Landlord for such expenses within ten (10) days after Landlord delivers an invoice to Tenant, or, if Landlord so elects, simultaneously with Tenant's payment of monthly Base Rent. At any time during the Term, Landlord may require Tenant to enter into a contract for heating, ventilating and air-conditioning equipment maintenance with a third-party servicer reasonably acceptable to Landlord. The contract shall provide for inspection at least once each calendar quarter of the heating, air conditioning and ventilating equipment, and provides for necessary repairs thereto. Said inspection and repairs shall encompass the following work:

1. Check performance of all major components.
2. Lubricate moving parts as required.
3. Check refrigerant charges (during cooling season).
4. Inspect for oil and refrigerant leaks.
5. Check operating and safety controls.
6. Check pressures and temperatures.
7. Inspect condensers.
8. Inspect fans, motors and starters.
9. Tighten electrical connections at equipment.
10. Test amperages and voltages.
11. Check belts and drives.
12. Change oil and filters, or dryers, as required.
13. Check temperature on control system.

If Landlord requires Tenant to enter into such a direct contract, then Tenant shall be solely responsible for the expenses associated with such contract and Tenant shall no longer be required to reimburse Landlord for any portion of a separate heating, ventilating and air-conditioning equipment maintenance contract maintained by Landlord, if any.

8.3 Alterations. Tenant shall make all additions, improvements and alterations (hereinafter "Alterations") on the Leased Premises, and on and to the appurtenances and equipment thereof, required by Requirements or which may be made necessary by the act or neglect of any persons, firm or corporation, public or private. Except as provided in the immediately preceding sentence, Tenant shall not create any openings in the roof or exterior walls, or make any other Alterations to the Leased Premises without Landlord's prior written consent, which consent Landlord may, in its discretion, withhold. As to any Alterations which Tenant is required hereunder to perform or to which Landlord consents, such work shall be performed strictly in accordance with plans and specifications therefor first approved in writing by Landlord or, at Landlord's option (exercised by notice in writing from Landlord to Tenant given within ten (10) days after Landlord receives Tenant's plans and specifications), such work shall be performed by employees of or contractors employed or contracted by Tenant, at Tenant's expense. Landlord may notify Tenant of any reasonable minimum qualifications for such contractors; provided that Landlord acknowledges Tenant must comply with all applicable laws, including competitive bid requirements. Tenant shall pay to Landlord a supervisory fee in connection with any Alteration in an amount equal to five percent (5.00%) of Landlord's reasonable determination of the cost of such Alteration. Upon completion of any Alterations by or on behalf of Tenant, Tenant shall provide Landlord with such documents as Landlord may require (including, without limitation, sworn contractors' statements and supporting lien waivers) evidencing payment in full for such work. In the event Tenant makes any Alterations not in compliance with the provisions of this Section 8.3, Tenant shall, upon written notice from Landlord, immediately remove such Alterations and restore the Leased Premises to their condition immediately prior to the making thereof. If Tenant fails so to remove such Alterations and restore the Leased Premises as aforesaid, Landlord may, at its option, and in addition to all other rights or remedies of Landlord under this Lease, at law or in equity, enter the Leased Premises and perform said obligation of Tenant and Tenant shall reimburse Landlord for the cost to the Landlord thereof, immediately upon being billed therefor by Landlord. Such entry by Landlord shall not be deemed an eviction or disturbance of Tenant's use or possession of the Leased Premises nor render Landlord liable in any manner to Tenant.

ARTICLE 9

LIENS AND ENCUMBRANCES

9.1 Encumbering Title. Tenant shall not do any act which shall in any way encumber the title of Landlord in and to the Leased Premises or the Real Estate, nor shall the interest or estate of Landlord in the Leased Premises or the Real Estate be in any way subject to any claim by way of lien or encumbrance, whether by operation of law or by virtue of any express or implied contract by Tenant. Any claim to, or lien upon, the Leased Premises or Real Estate arising from any act or omission of Tenant shall accrue only against the leasehold estate of Tenant and shall be subject

and subordinate to the paramount title and rights of Landlord in and to the Leased Premises and the Real Estate.

9.2 Liens and Right to Contest. Tenant shall not permit the Leased Premises or the Real Estate to become subject to any mechanics', laborers' or materialmen's lien on account of labor or material furnished to Tenant or claimed to have been furnished to Tenant in connection with work of any character performed or claimed to have been performed on the Leased Premises by, or at the direction or sufferance of, Tenant; provided, however, that Tenant shall have the right to contest in good faith and with reasonable diligence, the validity of any such lien or claimed lien if Tenant shall give to Landlord such security as may be deemed satisfactory to Landlord to insure payment thereof and to prevent any sale, foreclosure, or forfeiture of the Leased Premises or the Real Estate by reason of non-payment thereof; provided further, however, that on final determination of the lien or claim for lien, Tenant shall immediately pay any judgment rendered, with all proper costs and charges, and shall have the lien released and any judgment satisfied.

ARTICLE 10

ASSIGNMENT AND SUBLETTING

10.1 Consent Required. Tenant shall not, without Landlord's prior written consent, (a) assign, convey or mortgage this Lease or any interest under it; (b) allow any transfer thereof or any lien upon Tenant's interest by operation of law; (c) sublet the Leased Premises or any part thereof; or (d) permit the use or occupancy of the Leased Premises or any part thereof by anyone other than Tenant. Landlord agrees that it will not unreasonably withhold its consent to any assignment or sublease, provided that if Tenant requests Landlord's consent to a sublease or to an assignment of all or a substantial portion of the entire Leased Premises, Landlord may, in lieu of granting such consent or reasonably withholding the same, terminate this Lease, effective on the commencement date specified in the sublease or on the effective date of said assignment, as the case may be, to which Landlord's consent was requested. No permitted assignment or subletting shall relieve Tenant of Tenant's covenants and agreements hereunder and Tenant shall continue to be liable as a principal and not as a guarantor or surety, to the same extent as though no assignment or subletting had been made. Tenant shall reimburse Landlord for all reasonable expenses incurred by Landlord in connection with such assignment or sublease, including any investigations as to the acceptability of the Transferee and all legal costs reasonably incurred in connection with the granting of any requested consent.

10.2 Merger or Consolidation. Tenant may, without Landlord's consent, assign this Lease to any corporation resulting from a merger or consolidation of the Tenant upon the following conditions: (a) that the total assets and net worth of such assignee after such consolidation or merger shall be equal to or more than that of Tenant immediately prior to such consolidation or merger; (b) that Tenant is not at such time in default hereunder; and (c) that such successor shall execute an instrument in writing fully assuming all of the obligations and liabilities imposed upon Tenant hereunder and deliver the same to Landlord. If the aforesaid conditions are satisfied, Tenant shall be discharged from any further liability hereunder.

10.3 Voting Control of Tenant. If Tenant is a corporation, the shares of which, at the time of execution of this Lease or during the term hereof are or shall be held by fewer than one

hundred (100) persons, and if at any time during the term of this Lease the persons, firms or corporations who own a majority or controlling number of its shares at the time of the execution of this Lease or following Landlord's consent to a transfer of such shares cease to own such shares (except as a result of transfer by bequest or inheritance) and such cessation shall not first have been approved in writing by Landlord, then such cessation shall, at the option of Landlord, be deemed a default by Tenant under this Lease.

10.4 Other Transfer of Lease. Tenant shall not allow or permit any transfer of this Lease, or any interest hereunder, by operation of law, or convey, mortgage, pledge, or encumber this Lease or any interest herein.

ARTICLE 11

UTILITIES

11.1 Utilities.

(a) From and after the Effective Date, Tenant shall purchase all utility services, including but not limited to fuel and electricity, but excluding water and sewerage, from the utility or municipality providing such service, and shall pay for such services when such payments are due.

(b) Utilities supplied to the common areas of the Real Estate and Building shall be included in Expenses.

ARTICLE 12

INDEMNITY AND WAIVER

12.1 Indemnity. Tenant will protect, indemnify and save harmless Landlord and Landlord's agents (and Landlord's beneficiary or beneficiaries and their agents if Landlord is an Illinois Land Trustee, members, managers, officers, employees and agents, and Trustee (each a "Landlord Party", and collectively, "Landlord Parties") from and against all liabilities, obligations, claims, damages, penalties, causes of action, costs and expenses (including without limitation, reasonable attorneys' fees and expenses) (collectively, "Losses") imposed upon or incurred by or asserted against any Landlord Party by reason of (a) any accident, injury to or death of persons or loss of or damage to property occurring on or about the Leased Premises resulting from any act or omission of Tenant or anyone claiming by, through or under Tenant; (b) any failure on the part of Tenant to perform or comply with any of the terms of this Lease; or (c) performance by Tenant or its agents of any labor or services or the furnishing of any materials or other property in respect of the Leased Premises or any part thereof. If any action, suit or proceeding is brought against any Landlord Party by reason of any such occurrence, Tenant will, at Tenant's expense, resist and defend such action, suit or proceeding, or cause the same to be resisted and defended by counsel approved by Landlord.

12.2 Waiver of Certain Claims. To the extent permitted by law, Tenant waives all claims it may have against any Landlord Party for damage or injury to person or property sustained by Tenant or any persons claiming through Tenant or by any occupant of the Leased Premises, or

by any other person, resulting from any part of the Real Estate or any of its improvements, equipment or appurtenances becoming out or repair, or resulting from any accident on or about the Real Estate or resulting directly or indirectly from any act or neglect of any tenant or occupant of any part of the Real Estate or of any other person, excluding Landlord. This Section 12.2 shall include, but not by way of limitation, damage cause by water, snow, frost, steam, excessive heat or cold sewage, gas, odors, or noise, or caused by bursting or leaking of pipes or plumbing fixtures, and shall apply equally whether any such damage results from the act or neglect of Tenant or of other tenants, or occupants or any part of the Real Estate or of any other person, excluding Landlord, and whether such damage be caused by or result from anything or circumstance above mentioned or referred to, or to any other thing or circumstance whether of a like nature or of a wholly different nature. All personal property belonging to Tenant or any occupant of the Leased Premises that is in or on any part of the Real Estate shall be there at the risk of Tenant or of such other person only, and Landlord shall not be liable for any damage thereto or for the theft or misappropriation thereof, unless caused by the negligent or willful acts or omissions of a Landlord Party. For avoidance of doubt, the waiver of claims in this Section 12.2 shall not include any claims arising out of or connected with any negligent or willful acts or omissions of any Landlord Party.

ARTICLE 13

RIGHTS RESERVED TO LANDLORD

13.1 Rights Reserved to Landlord. Without limiting any other rights reserved or available to Landlord under this Lease, at law or in equity, Landlord, on behalf of itself and Agent reserves the following rights to be exercised at Landlord's election:

- (a) To change the street address of the Leased Premises;
- (b) To inspect the Leased Premises and to make repairs, additions or alterations to the Leased Premises or the building of which the Leased Premises are a part, which Tenant may neglect or refuse to make in accordance with the covenants and agreements of this Lease, and, specifically including, but without limiting the generality of the foregoing, to make repairs, additions or alterations within the Leased Premises to mechanical, electrical, and other facilities serving other premises in the building of which the Leased Premises are a part or other parts of the Real Estate;
- (c) To show the Leased Premises to prospective purchasers, mortgagees, or other persons having a legitimate interest in viewing the same, and, at any time within one (1) year prior to the expiration of the Lease term, to persons wishing to rent the Leased Premises;
- (d) During the last year of the Lease term, to place and maintain the usual "For Rent" sign in or on the Leased Premises or the Real Estate;
- (e) During the last ninety (90) days of the Lease term, if during or prior to that time Tenant vacates the Leased Premises, to decorate, remodel, repair, alter or otherwise prepare the Leased Premises for new occupancy; and

(f) To place and maintain "For Sale" signs on the Real Estate and on the exterior of the building of which the Leased Premises are a part.

Landlord may enter upon the Leased Premises for any and all of said purposes and may exercise any and all of the foregoing rights hereby reserved, during normal business hours unless an emergency exists, without being deemed guilty of any eviction or disturbance of Tenant's use or possession of the Leased Premises, and without being liable in any manner to Tenant.

Notwithstanding any right of entry or access under this Lease, Landlord acknowledges that Tenant will store confidential, sensitive records at the Leased Premises. As such, Landlord may not access any records of Tenant, except to the extent it is required to do so prevent imminent damage to persons or property in an emergency.

ARTICLE 14

QUIET ENJOYMENT

14.1 Quiet Enjoyment. So long as Tenant is not in default under the covenants and agreements of this Lease, Tenant's quiet and peaceable enjoyment of the Leased Premises shall not be disturbed or interfered with by Landlord or by any person claiming by, through or under Landlord.

ARTICLE 15

SUBORDINATION OR SUPERIORITY

15.1 Subordination or Superiority. This Lease is and shall be expressly subject and subordinate at all times to (a) any present or future ground, underlying or operating lease of the Real Estate, and all amendments, renewals and modifications to any such lease, (b) the lien of any present or future mortgage or deed of trust encumbering fee title to the Real Estate and/or the leasehold estate under any such lease described in clause (a), and (c) any recorded instrument(s) affecting the Real Estate. If any such mortgage or deed of trust is foreclosed, or if any such lease is terminated (or if the Real Estate is transferred in lieu of foreclosure or termination), then: (i) the mortgagee, beneficiary or lessor, as the case may be, shall have no liability to Tenant for any obligations of or defaults by Landlord under this Lease; (ii) the liability of the mortgagee, beneficiary, purchaser or lessor, as the case may be, at such foreclosure sale or the liability of a subsequent owner designated as Landlord under this Lease shall exist only so long as such mortgagee, beneficiary, lessor or owner, as the case may be, is the owner of the Real Estate, and such liability shall not continue or survive after further transfer of ownership; and (iii) upon request of the mortgagee, beneficiary or lessor, as the case may be, Tenant will attorn to the purchaser at the foreclosure sale or transfer or to the lessor under such lease, as the case may be. The foregoing provisions are declared to be self-operative and no further instruments shall be required to effect such subordination and/or attornment; provided, however, that Tenant agrees upon request by any such mortgagee, beneficiary, lessor or purchaser at foreclosure or transfer, as the case may be, to execute such subordination and/or attornment instruments as may be required by such person to confirm such subordination and/or attornment on the form customarily used by such party. Notwithstanding the foregoing to the contrary, any such mortgagee, beneficiary, purchaser or

lessor may elect to give the rights and interests of Tenant under this Lease (excluding rights in and to insurance proceeds and condemnation awards) priority over the lien of its mortgage or deed of trust or the estate of its lease, as the case may be. In the event of such election and upon the mortgagee, beneficiary or lessor notifying Tenant of such election, the rights and interests of Tenant shall be deemed superior to and to have priority over the lien of said mortgage or deed of trust or the estate of such lease, as the case may be, whether this Lease is dated prior to or subsequent to the date of such mortgage, deed of trust or lease. In such event, Tenant shall execute and deliver whatever instruments may be required by such mortgagee, beneficiary or lessor to confirm such superiority on the form customarily used by such party. If Tenant fails to execute any instrument required to be executed by Tenant under this Section 15.1 within ten (10) days after request, Tenant irrevocably appoints Landlord as its attorney-in-fact to execute and deliver such instrument in Tenant's name.

ARTICLE 16

SURRENDER

16.1 Surrender. Upon the termination of this Lease, whether by forfeiture, lapse of time or otherwise, or upon the termination of Tenant's right to possession of the Leased Premises, Tenant will at once surrender and deliver up the Leased Premises, together with all improvements thereon, to Landlord in good condition and repair, reasonable wear and tear excepted. Said improvements shall include all plumbing, lighting, electrical, heating, cooling and ventilating fixtures and equipment and other articles or personal property used in the operation of the Leased Premises (as distinguished from operations incident to the business of Tenant), together with all duct work. Upon such termination, unless given specific written authorization from Landlord, Tenant shall remove all Alterations performed by Tenant under Section 8.3 of this Lease, and following the removal of said Alterations, Tenant shall return the warehouse floor to a condition which is smooth, clean, and free from any glue or glue residue. In addition, all additions, hardware, non-trade fixtures and all improvements, temporary or permanent, in or upon the Leased Premises placed there by Tenant shall become Landlord's property and shall remain upon the Leased Premises upon such termination of this Lease by lapse of time or otherwise, without compensation or allowance or credit to Tenant, unless Landlord requests their removal in writing at or before the time of such termination of this Lease. If Landlord so requests removal of said additions, hardware, non-trade fixtures and all improvements and Tenant does not make such removal prior to termination of this Lease, or within ten (10) days after such request, whichever is later, Landlord may remove the same and deliver the same to any other place of business of Tenant or warehouse the same, and Tenant shall pay the cost of such removal, delivery and warehousing to Landlord in accordance with the Local Government Prompt Payment Act.

16.2 Removal of Tenant's Property. Upon the termination of this Lease by lapse of time, Tenant may remove Tenant's trade fixtures and all of Tenant's personal property and equipment other than such personal property and equipment as are referred to in Section 16.1; provided, however, that Tenant shall repair any injury or damage to the Leased Premises which may result from such removals. If Tenant does not remove Tenant's furniture, machinery, trade fixtures and all other items of personal property of every kind and description from the Leased Premises prior to the end of the term, however ended, Landlord may, at its option, remove the same and deliver the same to any other place of business of Tenant or warehouse the same, and

Tenant shall pay the cost of such removal (including the repair of any injury or damage to the Leased Premises resulting from such removal), delivery and warehousing to Landlord on demand, or Landlord may treat such property as having been conveyed to Landlord with the Lease as a Bill of Sale, without further payment or credit by Landlord to Tenant.

16.3 Holding Over. If Tenant retains possession of the Leased Premises after the expiration or earlier termination of the Term or Tenant's right to possession of the Leased Premises, such holdover shall be deemed to create a tenancy at sufferance and Tenant shall pay Rent during such holding over at 200% of the rate in effect immediately preceding such holdover computed on a monthly basis for each month or partial month that Tenant remains in possession of the Premises (the "Holdover Rent"). Such holding over by Tenant, and Landlord's collection of any Rent therefor, shall not serve as permission for Tenant's continued occupancy of the Premises nor serve to extend the Term, unless required by Landlord as set forth below. Tenant shall also indemnify, defend and hold Landlord harmless from and against all claims and damages, consequential as well as direct, sustained by reason of Tenant's holding over. The provisions of this Section 16.3 shall not be deemed to be a waiver of Landlord's right of re-entry or right to regain possession by actions at law or in equity or any other rights under this Lease, and any receipt of payment of Holdover Rent by Landlord shall not be deemed a consent by Landlord to Tenant's remaining in possession or be construed as creating or renewing any lease term or right of tenancy except as elected by Landlord as set forth above.

ARTICLE 17

REMEDIES

17.1 Tenant's Defaults. In addition to any other Events of Default provided in this Lease, each of the following events shall be an "Event of Default" hereunder:

- (a) Tenant fails to pay when due any installment of Rent; or
- (b) if Landlord applies any part of the Security Deposit and Tenant fails to provide Landlord with a replacement Security Deposit, if applicable, within 5 days after notice by Landlord to Tenant stating the amount applied or retained; or
- (c) Tenant fails to observe or perform any other term, covenant or condition of this Lease and such failure continues for more than 30 days after notice by Landlord to Tenant of such default, or if such default (other than a default under Section 3.1, 3.2, or Article 10) is of a nature that it cannot be completely remedied within 30 days, failure by Tenant to commence to remedy such failure within said 30 days, and thereafter diligently prosecute to completion all steps necessary to remedy such default, provided in all events the same is completed within 90 days; or
- (d) Tenant (i) files a voluntary petition in bankruptcy or insolvency, (ii) files a petition or answer in an action seeking any reorganization, liquidation, dissolution or similar relief under any present or future federal bankruptcy act or any other present or future applicable federal, state or other statute or law, (ii) makes or suffers an assignment for the benefit of creditors, (iii) seeks or consents to or acquiesces in or suffers the

appointment of any trustee, receiver, liquidator or other similar official for Tenant or for all or any part of Tenant's property or (iv) is adjudicated a bankrupt or insolvent; or

(e) An Event of Default has occurred more than 2 times in the preceding 12 months.

Upon the occurrence of any Event of Default, Landlord may, at its sole option, give to Tenant notice of cancellation of this Lease (or of Tenant's possession of the Leased Premises), in which event this Lease and the Term (or Tenant's possession of the Leased Premises) shall terminate (whether or not the Term shall have commenced) with the same force and effect as if the date set forth in the notice was the Expiration Date stated herein; and Tenant shall then quit and surrender the Premises to Landlord, but Tenant shall remain liable for damages as provided in this Article 17. Any notice of cancellation of the Term (or Tenant's possession of the Premises) may be given simultaneously with any notice of default given to Tenant.

17.2 Landlord's Remedies

(a) **Possession/Reletting.** If this Lease and the Term or Tenant's right to possession of the Leased Premises, terminates as provided in Section 17.1, Tenant shall quit and surrender the Leased Premises to Landlord, and Landlord and its agents may immediately, or at any time after such termination, re-enter the Leased Premises or any part thereof, without notice, either by summary proceedings, or by any other applicable action or proceeding, or by force (to the extent permitted by law) or otherwise in accordance with applicable legal proceedings (without being liable to indictment, prosecution or damages therefor), and may repossess the Leased Premises and dispossess Tenant and any other persons from the Leased Premises and remove any and all of their property and effects from the Leased Premises. Landlord, at Landlord's option, may relet all or any part of the Leased Premises from time to time, either in the name of Landlord or otherwise, to such tenant or tenants, for any term ending before, on or after the Expiration Date, at such rental and upon such other conditions (which may include concessions and free rent periods) as Landlord, in its sole discretion, may determine. Landlord shall have no obligation to accept any tenant offered by Tenant and shall not be liable for failure to relet or, in the event of any such reletting, for failure to collect any rent due upon any such reletting; and no such failure shall relieve Tenant of, or otherwise affect, any liability under this Lease. However, to the extent required by law, Landlord shall use reasonable efforts to mitigate its damages but shall not be required to divert prospective tenants from any other portions of the Building or other real property owned by Landlord or any affiliate of Landlord. Landlord, at Landlord's option, may make such alterations, decorations and other physical changes in and to the Leased Premises as Landlord, in its sole discretion, considers advisable or necessary in connection with such reletting or proposed reletting, without relieving Tenant of any liability under this Lease or otherwise affecting any such liability.

(b) **Tenant's Breach.** Upon the breach or threatened breach by Tenant, or any persons claiming through or under Tenant, of any term, covenant or condition of this Lease, Landlord shall have the right to enjoin such breach and to invoke any other remedy allowed

by law or in equity as if re-entry, summary proceedings and other special remedies were not provided in this Lease for such breach.

(c) Landlord's Right to Cure. If Tenant defaults in the performance of its obligations under this Lease, Landlord, without waiving such default, may perform such obligations. All costs and expenses incurred by Landlord in connection with any such performance by Landlord shall be paid by Tenant to Landlord on demand, with interest thereon at the Interest Rate from the date incurred by Landlord.

(d) Remedies Cumulative. Landlord's remedies provided in this Lease are cumulative and shall not preclude Landlord from invoking any other remedy allowed at law or in equity.

17.3 Landlord's Damages. If this Lease and the Term, or Tenant's right to possession of the Premises, terminates as provided in Section 17.1, then:

(a) Tenant shall pay to Landlord all items of Rent payable under this Lease by Tenant to Landlord prior to the date of termination;

(b) Landlord may retain all monies, if any, paid by Tenant to Landlord, whether as prepaid Rent, a security deposit or otherwise, which monies, to the extent not otherwise applied to amounts due and owing to Landlord, shall be credited by Landlord against any damages payable by Tenant to Landlord;

(c) Tenant shall pay to Landlord, in monthly installments, on the days specified in this Lease for payment of installments of Base Rent, any Deficiency (as defined in Section 17.3(f); it being understood that Landlord shall be entitled to recover the Deficiency from Tenant each month as the same shall arise, and no suit to collect the amount of the Deficiency for any month, shall prejudice Landlord's right to collect the Deficiency for any subsequent month by a similar proceeding; and

(d) whether or not Landlord shall have collected any monthly Deficiency, Tenant shall pay to Landlord, on demand after Landlord's termination of this Lease, in lieu of any further Deficiency and as liquidated and agreed final damages, a sum equal to the amount by which the Rent for the period which otherwise would have constituted the unexpired portion of the Term (assuming the Additional Rent during such period to be the same as was payable for the year immediately preceding such termination or re-entry, increased in each succeeding year by 4% (on a compounded basis)) exceeds the then fair and reasonable rental value of the Premises, for the same period (with both amounts being discounted to present value at a rate of interest equal to 2% below the then Base Rate) less the aggregate amount of Deficiencies theretofore collected by Landlord pursuant to the provisions of Section 17.3(c) for the same period. If, before presentation of proof of such liquidated damages to any court, commission or tribunal, the Premises, or any part thereof, shall have been relet by Landlord for the period which otherwise would have constituted the unexpired portion of the Term, or any part thereof, the amount of rent reserved upon such reletting shall be deemed prima facie, to be the fair and reasonable rental value for the part or the whole of the Premises so relet during the term of the reletting.

(e) If the Premises, or any part thereof, shall be relet together with other space in the Building, the rents collected or reserved under any such reletting and the expenses of any such reletting shall be equitably apportioned for the purposes of this Section 17.3. Tenant shall not be entitled to any rents collected or payable under any reletting, whether or not such rents exceeds the Base Rent reserved in this Lease. Nothing contained in Article 17 shall be deemed to limit or preclude the recovery by Landlord from Tenant of the maximum amount allowed to be obtained as damages by any Requirement, or of any sums or damages to which Landlord may be entitled in addition to the damages set forth in this 17.3.

(f) As used in this Lease, "Deficiency" shall mean the difference between (a) the Base Rent and Additional Rent for the period which otherwise would have constituted the unexpired portion of the Term (assuming the Additional Rent for each year thereof to be the same as was payable for the year immediately preceding such termination or re-entry), and (b) the net amount, if any, of rents collected under any reletting effected pursuant to the provisions of the Lease for any part of such period (after first deducting from such rents all expenses incurred by Landlord in connection with the termination of this Lease, Landlord's re-entry upon the Premises and such reletting, including repossession costs, brokerage commissions, attorneys' fees and disbursements, and alteration costs).

ARTICLE 18

SECURITY DEPOSIT

18.1 Intentionally Deleted.

ARTICLE 19

MISCELLANEOUS

19.1 Tenant's Financial Statement. Intentionally Deleted.

19.2 Estoppel Certificates. Tenant shall at any time and from time to time upon not less than ten (10) days prior written request from Landlord execute, acknowledge and deliver to Landlord, in form reasonably satisfactory to Landlord and/or Landlord's mortgagee, a written statement certifying that Tenant has accepted the Leased Premises, that this Lease is unmodified and in full force and effect (of if there have been modifications, that the same is in full force and effect as modified and stating the modifications), that the Landlord is not in default hereunder, the date to which the rental and other charges have been paid in advance, if any, or such other accurate certification as may reasonably be required by Landlord or Landlord's mortgagee, and agreeing to give copies to any mortgagee of Landlord of all notices by Tenant to Landlord. It is intended that any such statement delivered pursuant to this Section may be relied upon by any prospective purchaser of the Leased Premises or Real Estate, mortgagee of the Leased Premises or Real Estate and their respective successors and assigns.

19.3 Landlord's Right to Cure. Landlord may, but shall not be obligated to, cure any default by Tenant specifically including, but not only by way of limitation, Tenant's failure to pay Impositions, obtain insurance, make repairs, or satisfy lien claims, after complying with the notice provisions established in Section 19.5; and whenever Landlord so elects, all costs and expenses paid by Landlord in curing such default, including without limitation reasonable attorneys' fees, shall be so much additional rent due in accordance with the Local Government Prompt Payment Act.

19.4 Amendments Must Be in Writing. None of the covenants, terms or conditions of this Lease, to be kept and performed by either party, shall in any manner be altered, waived, modified, changed or abandoned except by a written instrument, duly signed, acknowledged and delivered by the other party; and no act or acts, omission or omissions or series of acts or omissions, or waiver, acquiescence or forgiveness by Landlord as to any default in or failure of performance, either in whole or in part, by Tenant, of any of the covenants, terms and conditions to this Lease, shall be deemed or construed to be a waiver by Landlord of the right at all times thereafter to insist upon the prompt, full and complete performance by Tenant of each and all the covenants, terms and conditions hereon thereafter to be performed in the same manner and to the same extent as the same as herein covenanted to be performed by Tenant.

19.5 Notices. All notices to or demands upon Landlord or Tenant desired or required to be given under any or the provisions hereof, shall be in writing. Any notices or demands from Landlord to Tenant shall be deemed to have been duly and sufficiently given if a copy thereof has been mailed by United States registered or certified mail in an envelope properly stamped and addressed to Tenant at Tenant's Address or at such address as Tenant may theretofore have furnished by written notice to Landlord, and any notices or demands from Tenant to Landlord shall be deemed to have been duly and sufficiently given if mailed by United States registered or certified mail in an envelope properly stamped and addressed to Landlord at Landlord's Address, or at such other address as Landlord may theretofore have furnished by written notice to Tenant. The effective date of such notice shall be three (3) days after delivery of the same to the United States Post Office for mailing. In addition, any notice sent to either party shall be deemed to have been duly and sufficiently given if a copy thereof has been sent via nationally recognized overnight courier and addressed to the other party as aforesaid, and the effective date of such notice shall be the next business day.

19.6 No Recording. This Lease shall not be recorded.

19.7 Time of Essence. Time is of the essence of this Lease, and all provisions herein relating thereto shall be strictly construed.

19.8 Relationship of Parties. Nothing contained herein shall be deemed or construed by the parties hereto, nor by any third party, as creating the relationship of principal and agent or of partnership, or of joint venture by the parties hereto, it being understood and agreed that no provision contained in this Lease nor any acts of the parties hereto shall be deemed to create any relationship other than the relationship of Landlord and Tenant.

19.9 Captions. The captions to this Lease are for convenience only and are not to be construed as part of this Lease and shall not be construed as defining or limiting in any way the scope or intent of the provisions hereof.

19.10 Severability. If any term or provision of this Lease shall to any extent be held invalid or unenforceable, the remaining terms and provisions of this Lease shall not be affected thereby, but each term and provision of this Lease shall be valid and be enforced to the fullest extent permitted by law.

19.11 Law Applicable. This Lease shall be construed and enforced in accordance with the laws of the state where the Leased Premises are located.

19.12 Covenants Binding on Successors. All of the covenants, agreements, conditions and undertakings contained in the Lease shall extend, inure to and be binding upon the heirs, executors, administrators, successors and assigns or the respective parties hereto, the same as if they were in every case specifically named, and wherever in this Lease reference is made to either of the parties hereto, it shall be held to include and apply to, wherever applicable, the heirs, executors, administrators, successors and assigns of such party. Nothing herein contained shall be construed to grant or confer upon any person or persons, firm, corporation or governmental authority, other than the parties hereto, their heirs, executors, administrators, successors and assigns, any right, claim or privilege by virtue of any covenant, agreement, condition or undertaking in this Lease contained.

19.13 Brokerage. Tenant warrants that it has had no dealings with any broker or agent in connection with this Lease other than Brokers listed in Section 1.5(j), whose commissions Landlord covenants and agrees to pay in the amount agreed between Landlord and Brokers. Tenant covenants to pay, hold harmless and indemnify Landlord from and against any and all cost, expense or liability for any compensation, commissions and charges claimed by any other broker or other agent with respect to this Lease or the negotiation thereof.

19.14 Landlord Means Owner. The term "Landlord" as used in this Lease, so far as covenants or obligations on the part of Landlord are concerned, shall be limited to and include only the owner or owners at the time in question of the fee of the Real Estate, and in the event of any transfer or transfers of the title to such fee, Landlord herein named (and in case of any subsequent transfer or conveyances, the then grantor) shall be automatically freed and relieved, from and after the date of such transfer or conveyance, of all liability as respects the performance of any covenants or obligations on the part of Landlord contained in this Lease thereafter to be performed; provided that any funds in the hands of such Landlord or the then grantor at the time of such transfer, in which Tenant has an interest, shall be turned over to the grantee, and any amount then due and payable to Tenant by Landlord or the then grantor under any provision of this Lease, shall be paid to Tenant.

19.15 Lender's Requirements. If any mortgagee or committed financier of Landlord should require, as a condition precedent to the closing of any loan or the disbursal of any money under any loan, that this Lease be amended or supplemented in a manner (other than in the description of the Leased Premises, the term, the purpose or the rent or other charges hereunder) Landlord shall give written notice thereof to Tenant, which notice shall be accompanied by a Lease

Supplement Agreement embodying such amendments and supplements. Tenant shall, within ten (10) days after the effective date of Landlord's notice, either consent to such amendments and supplements (which consent shall not be unreasonably withheld) and execute the tendered Lease Supplement Agreement, or deliver to Landlord a written statement of its reason or reasons for refusing to so consent and execute. Failure of Tenant to respond within said ten (10) day period shall be a default under this Lease, without further notice. If Landlord and Tenant are then unable to agree on a Lease Supplement Agreement satisfactory to each of them and to the Lender within thirty (30) days after delivery of Tenant's written statement, Landlord shall have the right to terminate this Lease within sixty (60) days after the end of said thirty (30) day period.

19.16 Signs. Except as permitted by this Section 19.16 Tenant shall install no exterior sign on the Leased Premises or the Real Estate. Tenant, at Tenant's sole cost and expense may install Tenant's name and logo on the existing illuminated plexi-glass sign placard located at the entry point to the Leased Premises (such sign, the "Entry Sign"). The Entry Sign shall be subject to Landlord's prior approval, and must comply with applicable Requirements. Tenant shall cause the installation of the Entry Sign to be performed in accordance with the provisions of this Lease, including, without limitation, Section 8.3. In addition to the Entry Sign, Tenant shall have the right to one slot on the existing monument sign for the Building facing Busch Parkway so long as such monument sign remains in place. The location of such slot to be determined by Landlord at Landlord's sole discretion.

19.17 Parking Areas. It is understood by and between the parties hereto that parking on the Real Estate is allocated to the tenants thereof on an unreserved basis, and Tenant, its employees and invitees may use not more than the Number of Parking Spaces thereon. Landlord shall have no obligation to Tenant to enforce parking limitations imposed on other tenants on the Real Estate. If Tenant uses parking in excess of that provided for herein, and if such excess use occurs on a regular or repeated basis, and if Tenant fails, after written notice from Landlord, to reduce its excess use of the parking areas, then such excess use shall constitute a default under this Lease.

19.18 Expenses. Tenant agrees to pay on demand Landlord's expenses, including reasonable attorney's fees, expenses and administrative hearing and court costs incurred either directly or indirectly in enforcing any obligation of Tenant under this Lease, in curing any default by Tenant as provided in Section 19.3, in connection with appearing, defending or otherwise participating in any action or proceeding arising from the filing, imposition, contesting, discharging or satisfaction of any lien or claim for lien, in defending or otherwise participating in any legal proceedings initiated by or on behalf of Tenant wherein Landlord is not adjudicated to be in default under this Lease, or in connection with any investigation or review of any conditions or documents in the event Tenant requests Landlord's approval or consent to any action of Tenant which may be desired by Tenant or required of Tenant hereunder.

Likewise, Landlord agrees to pay on demand Tenant's expenses, including reasonable attorney's fees, expenses and administrative hearing and court costs incurred either directly or indirectly in enforcing any obligation of Landlord under this Lease, in curing any default by Landlord, in connection with appearing, defending or otherwise participating in any action or proceeding arising from the filing, imposition, contesting, discharging or satisfaction of any lien or claim for lien, in defending or otherwise participating in any legal proceedings initiated by or on behalf of Landlord wherein Tenant is not adjudicated to be in default under this Lease, or in connection with

any investigation or review of any conditions or documents in the event Landlord requests Tenant's approval or consent to any action of Landlord which may be desired by Landlord or required of Landlord hereunder.

19.19 Execution of Lease by Landlord. The submission of this document for examination and negotiation does not constitute an offer to lease, or a reservation of, or option for, the Leased Premises and this document shall become effective and binding only upon the execution and delivery hereof by Landlord and by Tenant. All negotiations, considerations, representations and understandings between Landlord and Tenant are incorporated herein.

19.20 Declaration of Protective Covenants. Tenant acknowledges that the Leased Premises are subject to the Declaration of Protective Covenants For The Corporate Grove, Buffalo Grove, Illinois dated November 8, 1984, and recorded November 9, 1984, as Document No. 2321627 in the Lake County Recorder's Office and the Amendments to Declaration of Protective Covenants For The Corporate Grove, Buffalo Grove, Illinois recorded as Document No. 2340915 and 2589055 in the Lake County Recorder's Office (Said Declaration as so amended and as it may be further amended from time to time is herein referred to as the "Declaration of Protective Covenants"). Tenant covenants and agrees to maintain the Leased Premises in accordance with the Declaration of Protective Covenants and to perform all obligations and pay all amounts imposed on the Owner under the Declaration of Protective Covenants with respect to the Leased Premises, including without limitation payment of any costs of maintenance allocable to the Leased Premises pursuant to Section V.F and VI.C of said Declaration of Protective Covenants, all such costs shall be deemed Expenses for purposes of this Lease. Nothing herein shall give Tenant any voting rights in the Association to be created pursuant to Section V.A of the Declaration of Protective Covenants.

19.21 Waiver of Trial by Jury. Landlord and Tenant waive trial by jury in the event of any action, proceeding or counterclaim brought by either Landlord or Tenant against the other in connection with this Lease.

19.22 Waiver of Certain Damages. Notwithstanding anything in this Lease to the contrary, neither Landlord nor Tenant shall be liable to the other for and each of Landlord and Tenant hereby waive any claim any know or unknown claim for indirect, consequential, business interruption, or other special damages, provided, however that Tenant shall be required to indemnify, defend and hold Landlord harmless from all damages, consequential as well as direct, sustained by Landlord by reason of: (i) Tenant's holdover as set forth in Section 16.3 of this Lease; or (ii) Tenant's violation of Article 3 of this Lease.

19.23 Counterparts. This Lease may be executed in duplicate counterparts, each of which shall be deemed an original and all of which, when taken together, shall constitute one and the same instrument. For purposes of this Lease and the rights of the parties to enforce it, a facsimile or other electronic transmission of a signature shall have the same force and effect as an original signature.

ARTICLE 20

LIMITATION OF LIABILITY

20.1 Limitation of Liability. The liability of Landlord for Landlord's obligations under the Lease shall be limited to Landlord's interest in the Real Estate and Tenant shall not look to any other property or assets of Landlord or the property or assets of any partner, shareholder, manager, director, officer, principal, employee, or agent, directly and indirectly, of Landlord (collectively, the "Parties") in seeking either to enforce Landlord's obligations under the Lease or to satisfy a judgment for Landlord's failure to perform such obligations; and none of the Parties shall be personally liable for the performance of Landlord's obligations under the Lease.

[SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, Landlord and Tenant have executed this Lease the day and year first above written.

LANDLORD:

CGA INVESTMENT COMPANY, L.L.C,
an Illinois limited liability company
By: Van Vlissingen & Co., its agent

By: _____

Name: Charles R. Lamphere

Its: President

TENANT:

**BOARD OF EDUCATION OF NORTH
SHORE SCHOOL DISTRICT 112,** an
Illinois public school district

By: _____

Name: _____

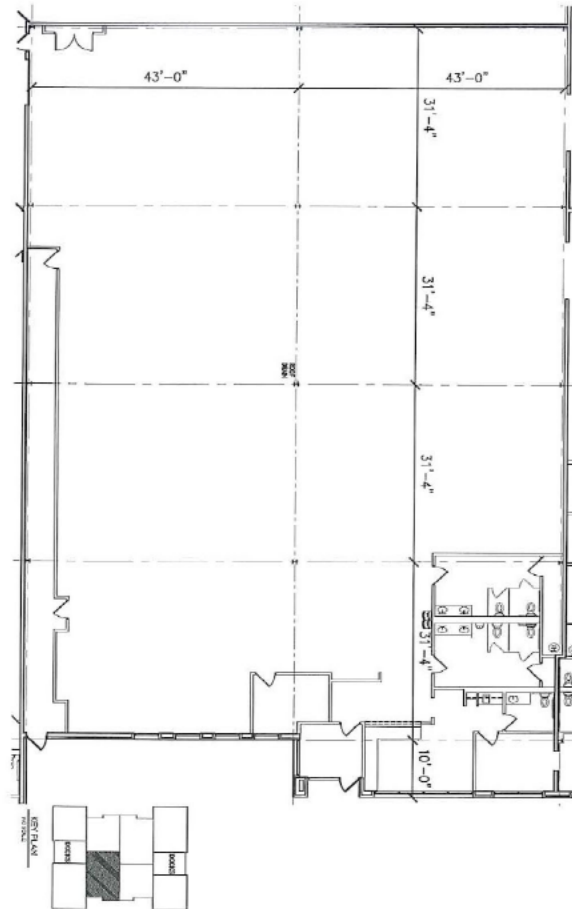
Its: _____

EXHIBIT "A"

LEASED PREMISES



Buffalo Grove, Illinois



Exclusive Leasing and Management Agents



VAN VLISSINGEN AND CO.

One Overlook Point
Lincolnshire Corporate Center
Lincolnshire, Illinois 60069
847.634.2300

Chuck Lamphere, President
crl@vvco.com

Nick Panarese, Executive VP
ndp@vvco.com

Above information is subject to verification and no liability for errors or omissions is assumed. Price is subject to change and listing withdrawn without notice. Members of this firm have an ownership interest in this property. © Copyright 2022 All Rights Reserved

Exhibit B
[Intentionally Omitted]

EXHIBIT “C”

[Intentionally Omitted]



Date: January 17, 2023

To: Dr. Michael Lubelfeld, Superintendent of Schools
Members of the Board of Education

From: Dr. Kevin D. Ryan, Assistant Superintendent

Subject: DMBreakthrough Results Team Monolingual K-2

Disposition: Approval

Executive Summary:

Last year, we participated in the DM Breakthrough Teams pilot for K-5 dual language teachers at Red Oak and Oak Terrace. We have the opportunity to provide additional intense support to our K-2 teachers at the non-dual language schools (Braeside, Indian Trail, Ravinia, Sherwood, and Wayne Thomas) in order to help them to use data more effectively to plan instruction. We will have each K-2 monolingual grade level team work with DMGroup's DMBreakthrough Results Coaches.

DMGroup's DMBreakthrough Results approach is a structured process that achieves measurable performance gains supported by dedicated coaching and real-time professional development to enable participating schools to realize meaningful performance goals. This rapid cycle of innovation, prototyping, and implementation, driven by a focus on performance results, will create a sense of energy and urgency to generate positive results.

Components of Support

- Diagnostic Analysis: allows a team from District Management Group to work closely with the district to identify and analyze the root cause issues leading to performance challenges.
- 10-week Performance Challenge Structure: dedicated period for individual BTRmembers to focus on meeting their performance challenge while receiving the necessary supports from central office leaders to "break through" barriers that have historically prevented successful outcomes.
- Performance Coaching that is dedicated to each individual BTR and offers real-time, practical professional development to team participants to assist them in rapidly prototyping approaches, identifying winning solutions, and leveraging lessons learned, ultimately accelerating team progress towards achieving performance goals.
- Professional Development sessions (happening "real time," on the job) will strengthen

managerial and leadership skills. PD sessions may include topics such as: Setting Goals and Work Planning; Team Building; Using Data and Problem-Solving; Practicing Effective Time Management, etc.

- Data-tracking system that is aligned to each BTR's performance goal, enabling each team to quickly identify and quantify the impact of each initiative, and precisely inform what is working in real time to drive performance gains, and identify what should be modified or abandoned.

Recall the performance last year with the teams at Red Oak and Oak Terrace:

North Shore Breakthrough Results - Spring 2022

Reach

300 students in Grades K-5

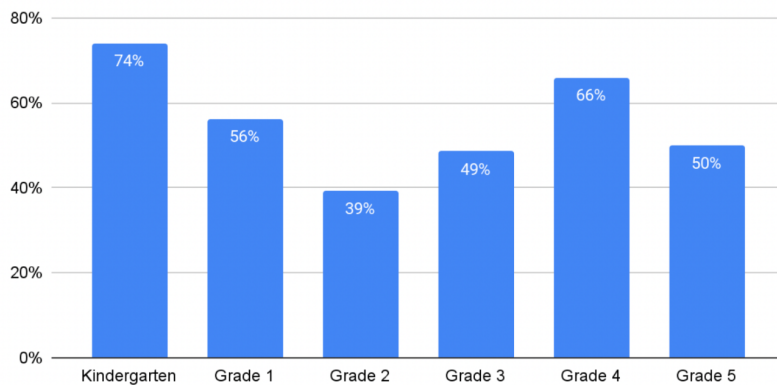
Regular progress monitoring ranging from monthly to bi-weekly

46 Team Members participated:

- 36 Teachers
- 5 Coaches & Counselors
- 5 Principals / APs

Percent of Target Students that Met Goal

Spring 2022: North Shore K-5 (Both Buildings)



The K-2 teacher teams will meet during their collaborative plan time once a week with DMGroup coaches to support them in increasing student achievement for our EL students. We're meeting with the NSEA to ensure compliance with the contract to bargain the impact of this short term initiative.

The District Management Group (DMGroup) proposal is to build professional capacity among school district leaders and select staff to launch, support, and monitor DMBreakthrough Results ("BTRs") to focus on K-2 foundational skills at Braeside, Indian Trail, Ravinia, Sherwood, and Wayne Thomas. The cost of the proposal is \$187,500. The proposal covers work with 15 teams for 10 weeks. The funding source is the Superintendent Innovation Account, and this can be covered with the existing budget amount set aside for innovative projects.

Recommendation:

Roll Call vote to approve the agreement with the District Management Group for 15 teams at Braeside, Indian Trail, Ravinia, Sherwood, and Wayne Thomas at a cost of \$187,500 as presented.

December 12, 2022

Kevin Ryan
Asst. Superintendent-Instruction
North Shore School District 112
1936 Green Bay Rd
Highland Park, IL 60035-3112

Dear Kevin,

District Management Group (DMGroup) is pleased to present our proposal to build professional capacity among school district leaders and select staff to launch, support, and monitor Breakthrough Results (“BTRs”) to focus on K-2 ELA.

DMGroup’s Breakthrough Results approach is a structured process that achieves measurable performance gains supported by dedicated coaching and real-time integrated professional development to enable participating schools to realize meaningful performance goals. This rapid cycle of innovation, prototyping, and implementation, driven by a focus on performance results, will create a sense of energy and urgency to generate positive results. This experience can lead to lasting positive culture change.

As you review this proposal, please let us know if there are any questions or requests that should be considered to align our services to meet your specific needs. We appreciate the opportunity to serve you, your schools, and your district leaders’ efforts to support the needs of all students regardless of the obstacles.

Sincerely,

John J-H Kim
Chief Executive Officer





Accelerating Student Outcomes while Building Professional Capacity:

K-2 ELA

Proposal for

North Shore School District 112

December 12, 2022



The Breakthrough Results Approach

DMGroup's Breakthrough Results approach is a structured process that achieves measurable performance gains supported by dedicated coaching and real-time, integrated professional development to enable participating schools to realize meaningful performance goals. This rapid cycle of innovation, prototyping, and implementation, driven by a focus on performance results, will create a sense of energy and urgency to generate positive results.

Components of Support

- **Diagnostic Analysis:** allows a team from District Management Group to work closely with the district to identify and analyze the root cause issues leading to performance challenges.
- **10-week Performance Challenge Structure:** dedicated period for individual BTR members to focus on meeting their performance challenge while receiving the necessary supports from central office leaders to “break through” barriers that have historically prevented successful outcomes.
- **Performance Coaching** that is dedicated to each individual BTR and offers real-time, practical integrated professional development to team participants to assist them in rapidly prototyping approaches, identifying winning solutions, and leveraging lessons learned, ultimately accelerating team progress towards achieving performance goals.
- **Integrated Professional Development** sessions (happening “real time,” on the job) will strengthen managerial and leadership skills. PD sessions may include topics such as: Setting Goals and Work Planning; Team Building; Using Data and Problem-Solving; Practicing Effective Time Management, etc.
- **Data-tracking system** that is aligned to each BTR's performance goal, enabling each team to quickly identify and quantify the impact of each initiative, and precisely inform what is working in real time to drive performance gains, and identify what should be modified or abandoned.



Breakthrough Results Structure and Services

Provide Overall Design of the Capacity Building Effort

DMGroup will create the overall design of the capacity building effort that is aligned to the above-mentioned work between January 2023 and May 2023 such that the district can begin to sustain the continuous cycle of performance improvement.

Train and Strengthen Team Leads for Breakthrough Results

Prior to the Breakthrough Results launch, DMGroup will begin to work with designated staff to train them in the methodology of being a Team Lead for the Breakthrough Results teams.

Provide Team Leads with Pre-launch Communications and Breakthrough Results Preparation Support

Prior to the Breakthrough Results launch, DMGroup will assist Team Leads in sending out pre-launch communications and materials to the Breakthrough Results participants. DMGroup will help Team Leads hold a pre-launch call to review all materials with other team members to coordinate data collection, introductory coaching calls, and facilitate team preparedness in planning for the Breakthrough Results launch.

Help Conduct Breakthrough Results Kickoff Session

DMGroup will help conduct a kickoff session to launch the Breakthrough Results teams (date to be mutually agreed upon). Participants in the kickoff sessions will include appropriate Principals, Teachers, district leadership, school leadership as well as all members of each site-based Breakthrough Results team.

Help Team Leads Launch and Support Breakthrough Results in Participating Schools (10-week cycle)

Following each Breakthrough Results kickoff session, DMGroup will work with participating Team Leads plus their designated Breakthrough Results teams to execute on corresponding action steps aimed at achieving each team's goal by the end of the period of performance for this Statement of Work. DMGroup will work closely with participants to help them perform the following: conduct diagnostic analyses, identify baseline performance data, facilitate the development of preliminary goal-setting related to each Breakthrough Results team, and calibrate and determine appropriate goals and process, as well as other key steps associated with the Breakthrough process.



Provide ongoing Support to Team Leads During Breakthrough Results Cycle

DMGroup will continue to provide ongoing support to designated participants during the Breakthrough Results cycle of work through a combination of integrated professional development and support to ensure that district staff builds the capability and capacity to sustain the Breakthrough Results methodology and work.

DMGroup will help facilitate weekly meetings with Breakthrough Results team members to discuss progress, conduct group problem solving sessions, and plan next steps.

The integrated professional development sessions provided by DMGroup to participants will be aligned with developing and embedding the Breakthrough methodology into the district in order to build capacity and coherence regarding the approach. This will help increase performance at each school site and embed the methodology into their way of work while aligning with instructional leadership.

Assist Team Leads in Performing Outcome Retrospective

At the end of the challenge cycle, DMGroup will assist participants in documenting the achievement of their performance challenge including compiling Breakthrough Results team data and helping identify core insights that assist them in addressing systemic problems. As part of this continuous improvement and capacity building effort, DMGroup will help facilitate an outcome retrospective for each Breakthrough Results team, as well as generate and submit an outcomes report. The benefit of this approach is to provide the basis for continuous improvement and performance management by compiling, analyzing, and reporting on progress made and identifying future plans for schools and new Breakthrough Results teams in the upcoming semester.



Schedule of Activities

Phases: Spring 2023		
Design/Pre-Launch	BTR Performance Challenge & Coaching Support	Outcomes Retrospective
January	February - April	May
<ul style="list-style-type: none"> • Design/Review overall program • Help conduct diagnostic analysis • Meet with participating Team Leads to review pre-launch materials • Assist in determining baseline data • Discuss Breakthrough Results target setting • Help build the capacity for SMART goal formulation 	<ul style="list-style-type: none"> • Assist Team Leads in Activation of 10-week performance challenge • Help facilitate weekly team meetings and data collection with participants • Provide coaching and integrated professional development to participants to build their capacity 	<ul style="list-style-type: none"> • Help create and submit final Outcomes Report • Help participants host Post-Breakthrough Results reflection & review • Develop capacity and coherence in becoming an organization that can review and learn from past events. • Help participants to facilitate Post-Breakthrough Results Leadership Reflection & Review

The various components of this effort are all designed to support the leadership development and capacity building of central office leadership, school site leaders, administrators, and teachers. Through building on a combination of consulting support, rapid cycles of innovation, consistent performance monitoring, and capped by deep reflection, schools will be able to develop the ability to align and meet the ambitious goals of the district’s strategic plan.



Complimentary DMCouncil Membership

Included in this offer is a complimentary, one-year membership to District Management Council (a \$4,500 value). You will join a community of forward-thinking education leaders from across the country committed to driving sustainable, measurable improvements to help schools and students thrive. As a member, you will have access to District Management Group's national conferences, our additional convenings such as our virtual roundtable discussions, professional development opportunities, our research, and our expert advice.

Your one-year membership will begin on the first of the month following the contract award. If you are not already familiar with the benefits of DMCouncil membership, we look forward to scheduling a membership onboarding call to introduce you to all the benefits of membership and to help us understand your most pressing needs so we can guide you to the District Management Group resources that can be most helpful to you.

BENEFITS

- Connect, share ideas, and collaborate with a **community of forward-thinking leaders** from across the country
- Deepen your knowledge and stay at the forefront of the **latest research** on management and education best practices
- Strengthen management capacity through an array of **professional development** opportunities:
 - ✓ **Superintendents' Strategy Summit:** DMGroup's signature two-day professional development event specifically for superintendents provides superintendents a unique opportunity to learn and to share ideas with fellow superintendents from around the country. Membership includes conference materials, hotels, and meals.
 - ✓ **Professional Development Clinics:** One-day clinics are offered throughout the year across our five practice areas (Equity, Leadership, Student Support, Human Capital, and Resources). Membership provides unlimited access for superintendents and three tickets for district staff.
 - ✓ **Virtual roundtables:** Monthly member-only virtual roundtables provide opportunities for superintendents and district staff to stay abreast of management and educational best practices and to share ideas with their peers.
- Stay abreast of what works with **District Management Journal:** Receive ten subscriptions for your district leaders to our signature publication that includes research, toolkits, and case studies
- Access **expert advice:** consult with our experts to discuss your district's specific challenges

DMCouncil

- Established 2004 -

JOIN A NATIONAL NETWORK
OF OVER 1,400 DISTRICT LEADERS

142 districts

28 states

1,450 district leaders

3.5 million students served



Pricing Proposal

K-2 ELA

Preparation Phase	
	Fees
Pre-Launch Research and Analysis (January)	\$0*
TOTAL	\$0

***Waived – 15 or more participating teams**

Breakthrough Results Cycle Phases				
Phases	Time Frame	Price / Team	# Teams	Total Fee
<ul style="list-style-type: none"> • Pre-Launch/Launch • BTR Performance Challenge Direct Coaching • Data Compilation and Progress Monitoring • Outcomes Retrospective and Final Report 	January - May	\$12,500	15	\$187,500
TOTAL				\$187,500

Pricing and Terms

The total price for all Breakthrough Results related work for 6 teams is \$187,500. The pricing includes all expenses. All work will occur remotely.

The pricing in this proposal will remain valid for 30 days from the date of the proposal. If the proposal is not agreed and signed within 30 days, the offer made herein expires and pricing and availability of services cannot be guaranteed. A late fee of 1.5% per month will be assessed.

Accepted by:
District _____
Name _____
Signature _____
Date _____

Accepted by:
District Management Group
Name _____
Signature _____
Date _____





District Management Group

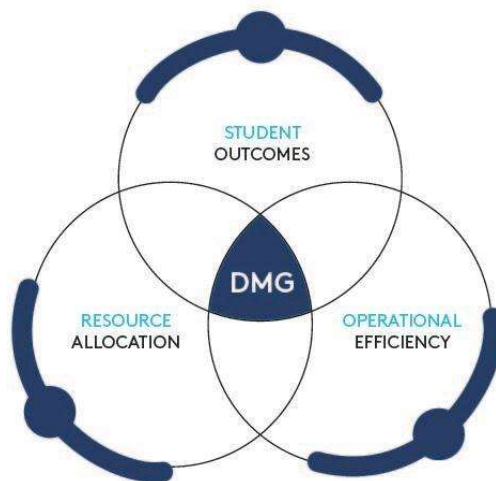
Helping Schools and Students Thrive

About District Management Group

Founded in 2004, District Management Group seeks to address the most important management challenges facing American public-school leaders.

The leaders of our school systems are charged with the enormous responsibility of providing students with the resources to succeed in school and beyond. To achieve this, district and school leaders must not only be great educators, they must also be great managers. District Management Group seeks to provide district leaders with the best management and educational practices, tools, and techniques to produce measurable, sustainable improvements that help schools and students thrive.

Our unwavering focus is on solutions that improve student outcomes, and simultaneously enhance operational efficiency and resource allocation. It is in achieving these three objectives simultaneously that improvements in student outcomes and the public education system as a whole can be made sustainable.



Our Services

DM Learning

Best-in-class knowledge and professional development, and a membership community of forward-thinking leaders learning, sharing, and making a difference for students.

- **DM Council**
 - Annual membership
 - Executive Partner Program
- **DM Institutes**
 - A-ROI Institute
 - Secondary Scheduling Institute
- **DM Equity Office**
 - Partnering with Districts to Strengthen Equitable and Inclusive Practices
- **DM Journal**
 - DM Group's signature publication

DM Schedules

Cloud-based software and/or service to help districts optimize use of resources through scheduling.

- **DM Schedules for Elementary Schools**
- **DM Schedules for Special Education**
- **Secondary Scheduling**

DM Consulting

Customized management consulting support across a variety of practice areas.

- **Strategic Planning**
- **Special Education and Social, Emotional Learning**
- **Strategic Budgeting**
- **Initiative Inventory**
- **Program Evaluation**
- **Weighted Student Funding**
- **Implementation/Change Management**
- **Superintendent Entry Plan Development**
- **Custom Consulting**

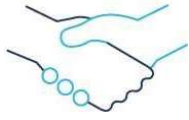
Breakthrough Results

The Breakthrough Results approach achieves measurable results while building team members' skills and leadership capacity. This approach provides on-the-job experience, targeted professional development, and coaching to build meaningful and enduring skills.

- **Increase ELA achievement**
- **Increase math achievement**
- **Address equity issues**
- **Raise graduation rates**
- **Improve attendance rates**
- **Increase engagement**
- **Increase operational efficiencies**



Our Values



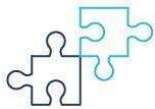
Partnership

We believe that each district's unique history, context, and culture matter. We get to know our partner districts, gaining a deep quantitative and qualitative understanding, so that we can work alongside your leadership team to help identify the right solutions and tailor implementation for long-term success.



Impact

We seek to help school districts achieve measurable and sustainable improvement, and, unlike many other firms, our work does not end with delivering a report. We aim to strengthen our partner districts' internal capacity and, if desired, provide implementation support. For us, the measure of success is client satisfaction and real results for students and schools.



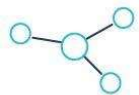
Collaboration

We believe we know more together than we do alone. This is why we draw on best practices from the education sector as well as management techniques with proven results in the private sector and public sector, and we leverage the collective knowledge of our nationwide network of school districts.



Equity and Inclusiveness

We know that equity and inclusiveness make us stronger. We unequivocally commit to making sure this belief shines through in our work, both by reviewing our recommendations with an equity-focused lens to ensure that the work we do with school districts not only reduces racism but is proactively anti-racist, and by continuing to create a more inclusive environment within our own organization guided by our equity statement.



Systems Thinking

We believe that true and enduring solutions require looking beyond the specific challenge at hand and taking a broad, holistic approach to achieve coherence and alignment. We deliver systems-level solutions that align with your strategic priorities and position you to bring about transformational improvement.



District Management Group is committed to partnering with districts to bring about transformational, measurable, and sustainable improvements in public education. We are committed to helping schools and students thrive.



District Management Group

Helping Schools and
Students Thrive

If you have any comments or questions about the contents of this document, please contact District Management Group:

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